

## RESEARCH PAPER

# Integrating Neurogenetic Profiling And Legal-Psychological Frameworks For Corporate Conflict Management In Mncs

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### Abstract

The determination towards the internal indicators of emotions are sensation, perception, attitude, decision making capabilities are analysed within the basic concept of psychology and different aspects of neuro psychology, psychogenetics and neuro cognition. The negative integration of emotions is always analysed with basic systems involved in criminal and forensic psychology (freud, 1900; freud, 1923). From the literature we could infer that there are no attention given to corporate disputes or conflicts in more informal way and the need for addressing those disputes do need corporate law panchayats that could enhance the implementation of concerns of disputes and conflicts caused in the corporate settings (selye, 1976; lazarus and folkman, 1984). With neurogenetic and cognitive psychology is the scientific study of mental processes, encompassing how individuals perceive, remember, think, reason, and solve problems (freud, 1900; freud, 1923). To address the drawbacks of conflict management in the aspects of stress, trauma and other psychological distress which are temporary related with work and epigenomics that could cause predispositions of stress with increase in health risks directly or indirectly (selye, 1976; lazarus and folkman, 1984). In this research the indicators are analysed and explained from its origin in psychological way to enhance the importance of cognitive, behavioural, criminal, forensic, and other aspect of psychology to overcome the psych legal drawback in hr policies in the corporate settings (selye, 1976; lazarus and folkman, 1984).

**Keywords:** Neurolaws, Neurocognition, Seetha Framework, Legal Psychology, Stress, Health-Laws.

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### Introduction

#### ROLE OF PSYCHOLOGISTS

**Neuropsychologists** investigate the intricate relationship between mental processes and brain activity. Their primary focus is on cognitive function, behavioural

regulation, and the underlying brain mechanisms. The advent of neuroimaging technologies has revolutionized this field, allowing for the visualization of brain functioning in living individuals (Selye, 1976; Lazarus and Folkman, 1984).

**Organizational Psychologists** apply cognitive principles within industrial and organizational settings. They study how cognitive functions, including memory and decisionmaking, operate in professional contexts, noting, for example, that higher cognitive capacity often correlates with greater job knowledge and superior job performance (Arnsten, 2009; Sapolsky, 2004). The broad integration of cognitive psychology across these diverse fields underscores its fundamental nature. The field's ability to draw from and influence disciplines such as linguistics, neuroscience, computer science, and philosophy, in addition to its own sub-disciplines, highlights a central characteristic: the complexity of the human mind necessitates a multidisciplinary approach (Damasio, 1994; Kahneman, 2011). This integration means that a comprehensive understanding of cognitive phenomena requires synthesizing biological, social,

and computational perspectives (Freud, 1900; Freud, 1923). For instance, advancements in neuroimaging in neuroscience or artificial intelligence in computer science can rapidly accelerate understanding in cognitive psychology, and vice-versa, because they offer new tools and conceptual frameworks to explore mental processes (Damasio, 1994; Kahneman, 2011). This dynamic interplay prepares students for a field where new technologies and cross-disciplinary collaborations continuously reshape the understanding of the mind.

#### Decision Making: Definition, Steps, and Importance

● **Definition:** Decision-making is the process of choosing an option or course of action from a range of possibilities. It involves determining and assessing possibilities, taking into account potential outcomes, and rendering a decision based on objectives, preferences, and accessible data. (Freud, 1900; Freud, 1923)

● **Steps for Making Decisions:** Decision-making is a methodical process that includes the following components :

1. **Identifying the Problem:** The first step is to recognize an issue that needs to be fixed, which could be a discrepancy between desired and actual states or environmental changes presenting opportunities or risks. (Damasio, 1994; Kahneman, 2011). This requires managers to monitor circumstances closely and clearly define the true issue.

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2. **Diagnosing the Problem:** This entails examining the problem's components, scope, urgency, direction, and relationship to other issues (Freud, 1900; Freud, 1923). Managers must compile and thoroughly examine all pertinent facts to find the true causes, avoiding misdiagnosing symptoms for the actual problem (e.g., subpar engineering design versus manufacturing costs).

3. **Discovery Alternatives:** The next stage is to investigate a range of potential options, avoiding jumping to the first workable answer. (Arnsten, 2009; Sapolsky, 2004). Decision-makers must use creativity and inventiveness to identify viable paths of action. Strategic factors (most important elements for choosing the best course of action) should be considered.

4. **Evaluate Alternatives:** This step involves weighing the advantages and disadvantages of each choice, considering costs, benefits, and both quantitative and qualitative elements like scheduling (Arnsten, 2009; Sapolsky, 2004), accessible resources, and risk. Evaluation criteria should align with organizational objectives.

5. **Select the Best Alternative:** The optimal option, which maximizes supplied results under specified conditions, is chosen. (Bandura, 1977). This stage distinguishes successful managers and relies on analysis, testing, study, and past experience.

6. **Follow-up and Implementation:** After a decision, feedback gathering and communication are the first steps. Timelines, processes, and required resources are determined, and ongoing observation ensures advancement and intended results (Freud, 1900). ● Importance: Decisionmaking is crucial because managers make hundreds of decisions daily that are vital to their job. (Bandura, 1977).

### Models of Decision Making

Decision-making can manifest in various models:

- **Individual Decision-Making:** Choices made by a single person.
- **Group Decision Making:** Collaboration among multiple people.
- **Hierarchical Decision Making:** Decisions made by higher-ranking authority (Selye, 1976; Arnsten, 2009).
- **Participatory Decision-Making:** Actively incorporating stakeholders.
- **Consensual Decision Making:** Seeking choices that satisfy all stakeholders.
- **Intuitive Decision Making:** Rapid decisions based on instinct or subconscious processing.
- **Rational Decisions:** Methodically assessing options based on objectives and information.
- **Emotional Decision Making:** Influenced by feelings, emotions, and individual values.
- **Data-Driven Decision Making:** Based on quantitative techniques and empirical evidence.
- **Adaptive Decision Making:** Modifying choices in response to feedback and evolving conditions. (Carver and Scheier, 1998).

### LITERATURE REVIEW

#### ROLE OF SENSATION, ATTENTION THE HISTORY

The following table summarizes the key characteristics of sensation:

Sensation is defined as the process through which our sensory organs convert physical energy from external cues—such as light, sound, or chemicals—into neurological impulses (Thaler

and Sustain, 2008). These impulses are then transmitted to the brain, resulting in our experience of the five traditional senses: vision, smell, taste, touch, and hearing. It represents the initial set of actions in the processing of incoming data. While sensation provides the raw input, cognition, encompassing processes like perception, memory, and reasoning, actively transforms, reduces, elaborates, stores, recovers, and utilizes this sensory input to construct meaning from the world. Without sensation, individuals would be isolated from their surroundings; without perception, they would lack the ability to interpret those sensations (Carver and Scheier, 1998). Senses play crucial adaptive roles, essential for survival by guiding individuals towards necessary resources like food and away from threats like predators, and for identifying friends and potential partners. Beyond survival, senses also enable the enjoyment of experiences such as cuisine, music, art, and sports.

| Characteristic            | Definition  | Example/Explanation   |
|---------------------------|---|---|
| <b>Stimulation</b>        | Sensory perceptions are neuronal representations, not direct stimuli. | The brain perceives a tomato's redness from neural signals, not direct light. |
| <b>Transduction</b>       | Conversion of physical stimulus energy into neural messages.          | Light waves hitting the retina are converted into nerve signals.              |
| <b>Absolute Threshold</b> | Minimum energy required for 50% detection.                            | A faint star visible to one person but not another.                           |

| Characteristic                          | Definition   | Example/Explanation   |
|---|--|---|
| <b>Just Noticeable Difference (JND)</b> | Smallest detectable change between two stimuli.                | Needing a large volume change to notice a difference on a loud TV.          |
| <b>Signal Detection Theory</b>          | Sensation depends on stimulus, background, and detector state. | Hearing a "bump in the night" depends on background noise and expectations. |

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|                           |   |  |
|---------------------------|---|--|
| <b>Sensory Adaptation</b> | Reduced sensitivity of sensory systems to constant stimuli. | Not noticing background music in a store until it stops. |
|---------------------------|---|--|

### ATTENTION

The following table summarizes the various types of attention and their characteristics:

| Type of Attention  | Key Characteristic              | Example/Explanation                          |
|--------------------|---------------------------------|--|
| <b>Selective</b>   | Blocking out irrelevant stimuli | Listening to a conversation in a noisy room  |
| <b>Divided</b>     | Attending to multiple tasks     | Talking on the phone while cooking           |
| <b>Executive</b>   | Goal-directed filtering         | Focusing on block connections while building |
| <b>Sustained</b>   | Prolonged focus                 | Reading a book for hours                     |
| <b>Alternating</b> | Shifting between tasks          | Cooking while following a recipe             |
| <b>Visual</b>      | Eye-focused                     | Reading a text or observing an advertisement |
| <b>Auditory</b>    | Ear-focused                     | Listening intently to an announcement        |

|                    |                    |  |
|--------------------|--------------------|--|
| <b>Voluntary</b>   | Intentional focus  | Studying for an exam, even if the lecture is not enjoyable |
| <b>Involuntary</b> | Unconscious shift  | Being disturbed by a loud noise outside                    |
| <b>Habitual</b>    | Automatic response | A music lover always drawn to the sound of music           |

The presentation of different types of attention, some implying conscious effort (voluntary, executive, sustained) and others more automatic or reactive (involuntary, habitual), suggests that attentional control operates along a spectrum. This means that attention is not a monolithic function but a highly flexible system that constantly juggles various modes of control, adapting its allocation of resources based on immediate task demands and environmental cues (Beck, 1976). For instance, what appears to be "multitasking" under divided attention is often a rapid alternation between tasks, implying a cognitive cost rather than true simultaneous processing for complex activities. This understanding helps explain everyday experiences, such as why individuals might easily get distracted (involuntary attention overriding voluntary focus) or achieve a state of "flow" (intense sustained attention). It also underscores the significant cognitive effort involved in learning and complex problem-solving, which frequently demand sustained and executive attention.

**PERCEPTION** The following table summarizes the Gestalt Principles of Perception with examples:

| Principle            | Description   | Example/Explanation  |
|----------------------|---|--|
| <b>Figure-Ground</b> | Tendency to view objects (figures) as distinct from their background. | Seeing a vase or two faces in Rubin's vase illusion.                         |
| <b>Proximity</b>     | Grouping items that are near one another.                             | Dots arranged closely together are perceived as a single group.              |
| <b>Similarity</b>    | Grouping items that share a similar appearance.                       | Players on a sports team wearing the same color uniforms are seen as a unit. |

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|                   |  |  |
|-------------------|--|--|
| <b>Closure</b>    | Finishing unfinished figures, filling in missing details.      | Perceiving a complete circle even if a small segment is missing.                           |
| <b>Continuity</b> | Seeing continuous patterns rather than fragmented ones.        | Overlapping lines are perceived as continuous curves rather than separate segments.        |
| <b>Contiguity</b> | Assuming a cause-effect relationship for events close in time. | Believing a ventriloquist's dummy is speaking because its mouth moves when sound is heard. |

*The Psychoanalytic View – Uncovering the Unconscious offers a comprehensive exploration of the Psychoanalytic Approach, delving into foundational theories and concepts that have profoundly shaped the understanding of human psychology, primarily through the pioneering work of Sigmund Freud and subsequent theorists*

### 3.1 The Freudian Theory of Personality Sigmund Freud (1856-1939),

the founder of psychoanalysis proposed the first comprehensive theory of personality. His theory posits that a person's thoughts and behaviors originate from tension generated by unconscious motives and unresolved childhood conflicts. Key Components of Freud's Theory:

- **Psychosexual Development:** Freud believed that individuals progress through a series of psychosexual stages—oral, anal, phallic, latency, and genital. Each stage is associated with a primary erogenous zone and specific developmental tasks (Plomin et al., 2016; Meaney, 2010). Unresolved conflicts or excessive gratification/deprivation during these stages can lead to lasting effects on an individual's psychological development and personality.
- **Unconscious Processes:** Freud emphasized that a substantial portion of mental processes occurs outside conscious awareness (Raine, 2010). This unconscious realm harbors thoughts, desires, and memories that influence conscious thoughts and actions, often manifesting symbolically in dreams or slips of the tongue (Freudian slips).
- **Early Childhood Experiences:** Freud believed that experiences and relationships during the first few years of life play a crucial role in shaping enduring patterns of behavior and personality. Unresolved conflicts and traumas from childhood can have lasting effects, leading to the formation of defense mechanisms and coping strategies (Buss, 2008).
- **Defense Mechanisms:** In response to anxiety caused by internal conflicts, the ego employs psychological strategies to protect the individual from distressing thoughts and emotions.
- **Sexuality and Aggression:** Freud highlights the significance of innate sexual (Eros) and aggressive (Thanatos) drives in human behavior. He proposed that these drives must be regulated by society through socialization and the internalization of moral standards (Plomin et al., 2016).
- **Role of the Unconscious:** Much of human behavior is driven by unconscious forces, including repressed desires, traumatic

memories, and unresolved conflicts (Foucault, 1977). These unconscious elements powerfully influence conscious thoughts, feelings, and behaviors, often manifesting as symptoms of psychological distress. Freud's assertion that "unconscious processes" and "early childhood experiences" are foundational to personality implies a long-term, developmental perspective where present psychological issues can often be traced back to unresolved past conflicts (Becker, 1968). This suggests that a person's true motivations may be hidden, requiring interpretive techniques (like dream analysis or free association) to uncover them, rather than direct questioning or observation. This means that the surface-level presentation of a person might not reveal the true cause of their issues, and therapeutic work often involves delving beneath the surface to bring these hidden conflicts into conscious awareness for resolution.

#### 3.1.1 Models and Instincts Freud's psychoanalytic theory

includes the topographic and structural models, which are foundational frameworks for understanding the human mind. The Topographic Model (Levels of Consciousness): This model organizes the mind into three distinct levels or regions :

- **Conscious Mind (Cs):** This realm encompasses thoughts, feelings, and perceptions that are presently in our awareness. It is considered the "tip of the iceberg," revealing only a fraction of total mental activity (Bowlby, 1969). Information here is clear and directly accessible, though its capacity is limited, necessitating selective attention. Conscious processes are often logical and rational, guiding daily decisionmaking, shaping immediate perception of reality, and involved in learning and memory.

- **Preconscious Mind (Cs-Preconscious):** This layer contains information not currently in our awareness but that can be easily brought into consciousness with relative ease (Bankura, 1977). Memories and thoughts in this region are readily accessible, acting like a mental waiting room for information ready to enter consciousness. It serves as a "gatekeeper," regulating the flow of information between the unconscious and conscious realms. (Damasio, 1994; Kahneman, 2011)

- **Unconscious Mind (Ucs):** This is the deepest level, harboring repressed memories, desires, and unresolved conflicts. Freud posited that unconscious elements powerfully influence our behavior and emotions without our conscious awareness. It communicates through symbols and metaphors, often appearing in dreams or slips of the tongue (Freudian slips), representing hidden desires and conflicts. (Freud, 1923)

#### The Structural Model (Parts of the Mind):

This model introduces three psychic structures within the mind, each with distinct functions : Structure Description Principle of Operation Key Characteristics

**Id** The primitive, Pleasure Principle: Operates entirely in the Structure Description Principle of Operation Key Characteristics instinctual part of the mind, present from birth. Seeks immediate gratification of desires, disregarding social norms or consequences. unconscious; reservoir of raw, unfiltered urges (e.g., hunger, sex); lacks morality or logic; uses primary process thinking (primitive, irrational thoughts).

**Ego** The rational part of the mind, developing from the id. Reality Principle: Mediates between the id's demands, the superego's rules, and external reality to find realistic and socially acceptable ways to satisfy

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desires(Arnsten,2009;Sapolsky,2004). Functions in conscious, preconscious, and unconscious realms; responsible for reality testing; makes decisions; employs defense mechanisms to manage internal conflicts and external stressors.

**Superego** The internalized moral compass, representing societal and parental values. Strives for perfection, acts as a conscience. Divided into ego ideal (aspirational aspect, ideal self) and conscience (internalized rules and restrictions, causing guilt for deviations). Engages in a perpetual dialogue with the id and ego, influencing moral judgments. The dynamic interplay between the "Id's pleasure principle," the "Ego's reality principle," and the "Superego's moral standards" creates a perpetual internal conflict that is a fundamental source of psychological tension and anxiety(Costa and McCrae,1992). This suggests that human behavior is rarely simple or purely rational, but rather a complex negotiation between primal urges, realistic constraints, and internalized societal rules, often leading to compromises or defense mechanisms(Avolio and Yammarino,2013). This model explains why people might feel conflicted, guilty, or anxious even when their external situation seems fine, highlighting the complexity beneath seemingly simple actions(Maddi,2002).  
**Instincts and Its Types:** Freud believed that instincts are innate and automatic forces that propel human behavior, underlying many actions and desires. He proposed a comprehensive classification:

- **Life Instincts (Eros):** Represent innate forces that drive individuals towards self-preservation, procreation, and the creation of life-affirming connections. Eros encompasses instincts related to survival, reproduction, and the pursuit of pleasure. It includes the libido (sexual energy) and affiliation instincts for social bonding and forming meaningful relationships(Buss,2008).
- **Death Instincts (Thanatos):** Represent the opposing force to Eros, encompassing instincts related to aggression, destruction, and a return to an inorganic state(Foucault,1977). Thanatos suggests an inherent inclination towards self-destruction and the dissolution of life, finding expression through aggressive and destructive behaviors, and potentially through repetition compulsion of traumatic experiences(Becker,1968). The constant conflict and interplay between Eros and Thanatos create a perpetual dynamic within the individual's psyche, shaping human behavior and contributing to the development of anxiety and neurotic behaviors.

### 3.1.2 Tension Reduction and Defense Mechanisms

**Tension Reduction:** This is a fundamental aspect of human psychology, reflecting the innate drive to maintain equilibrium within the psyche(LeDoux,1996). External stressors, unresolved conflicts, and unmet needs all contribute to psychological tension, and the psyche seeks equilibrium to alleviate discomfort and restore a sense of balance. **Defense Mechanisms(Gazzaniga,2011):** These are adaptive psychological strategies unconsciously employed by the ego to manage and mitigate the impact of anxiety-provoking thoughts and emotions. They act as protective shields against overwhelming psychological distress, often by distorting reality.

#### Types of Defense Mechanisms:

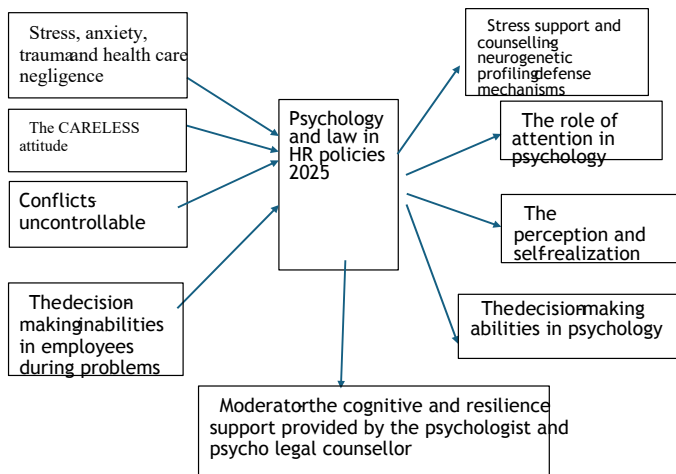
- **Repression:** The unconscious blocking of unpleasant memories or thoughts, pushing distressing content into the unconscious mind to prevent it from entering conscious

awareness. For example, a person who experienced childhood trauma may have no conscious memory of it as an adult but still experience related anxiety.

- **Denial:** Refusing to acknowledge the reality of a situation, often used as a protective shield against painful truths. An individual diagnosed with a terminal illness might refuse to accept their diagnosis(Foucault,1977).
- **Projection:** Attributing one's own undesirable feelings or traits to others, externalizing internal conflicts. For instance, a person who is jealous of a friend might accuse the friend of being jealous instead.
- **Regression:** Reverting to earlier, more childlike patterns of behavior in response to stress or anxiety. An adult under significant work stress might start sucking their thumb.
- **Displacement:** Redirecting emotions (e.g., anger) from the original, often threatening, source to a substitute, less threatening target(Becker,1968). An individual angry at their boss might yell at their spouse at home.
- **Rationalization:** The cognitive distortion of facts to make an event or an impulse less threatening, often by creating logical-sounding excuses. A student failing an exam might blame the test's difficulty rather than their lack of study(Beck,1976).
- **Sublimation:** Channeling unacceptable impulses into socially acceptable and constructive activities. For example, aggressive tendencies might be channeled into competitive sports or physical exercise.
- **Reaction Formation:** Involves the unconscious transformation of an unacceptable impulse into its opposite. A person who secretly harbors hostility towards a colleague might act overly friendly and accommodating towards them. When used adaptively, defense mechanisms help maintain psychological balance and foster psychological resilience, enabling individuals to cope with stressors. However, if overused or inappropriately applied, they can become maladaptive, hindering personal growth and effective coping. The concept of "defense mechanisms" as unconscious strategies to manage anxiety implies that individuals often protect themselves from painful truths by distorting reality(Thaler and Sunstein,2008). This suggests that a person's conscious narrative or self-presentation might not fully reflect their underlying psychological state, necessitating therapeutic approaches that gently challenge these defenses to foster genuine self-awareness and growth.(Carver and Scherer,1998)

**Figure 1. Conceptual framework integrating cognitive resilience mechanisms and psycho-legal governance in HR policies.**

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The interdisciplinary framework integrating cognitive psychology, resilience theory, neurogenetic profiling, and psycho-legal governance within HR policies is illustrated in Figure 1. This framework demonstrates the interaction between psychological conflict, stress moderators, and structured legal-psychological intervention mechanisms in corporate environments.

### Research questions and objectives

1. The role of LEGAL psychology in HR policies is still not incompatible with current HR policies
  2. The need to adopt the corporate law panchayats to address the conflicts and disputes in more informal way
  3. The need to understand the need for employee's mental wellbeing in corporate settings has any related laws in India'
  4. Can psychoanalytic theory application can enhance the stress and conflict management in employees
  5. Attention, perception and personality of humans define the role of decision making in employee settings to address psychological disparity
  6. Leadership qualities defined with neurogenetic testing in corporate settings
  7. The role of cognitive psychologists in corporate settings
  8. To define the neurocognition in HR policies and its advantages
- Research methodology
- The research methodology adopted in this research is quantitative analysis and conceptual methods The primary data has been collected with analyzing the questionnaire the theme of the questionnaire was based on psychology and the inclusion of neurocognitive genetic profiling in HR policies where the secondary data has been utilized from journals, articles, books etc.,

### The research output and statistics

The dependent and independent variable for the factorial aspects involves concentration based on the aspect of Criminal, cognitive, neurogenetic, forensic psychology and the other factors related to stress and conflict management. The survey questionnaire was distributed to employees in widened sectors including IT, MANUFACTURING, FINANCE, EDUCATION

etc. the responses obtained is around **430 sample size** and the method of sampling adopted here is stratified random sampling.

### STRUCTURE OF QUESTIONNAIRE

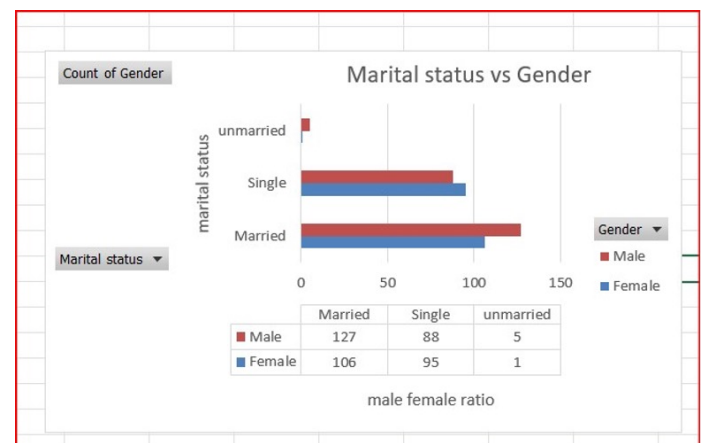
#### The demographic details of the profile obtained

The basic methodology applied in this research includes a set of questionnaires that is dwelling around the concept of HR policies, Legal agenda , psychology and neurogenetics'.

The questionnaire was designed with the consideration of hypothesis generation that relates the psychological imbalance like stress of employees, the mental health policies that has drawback in HR policies, then it concentrates about the inclusion of branches of psychology concepts in the present hr policies of employees , the need to determine the neurogenetic profiling to revise the health of employees and to determine the stress factor in employees.

The details of the questionnaire are been described in ANNEXURE1, and the questionnaire was distributed to employees who are maximum working IN MNC with wide spread of management roles. The below demographic profile could explain the proportion of sample size , the responses we obtained was nearly 420 sample where there are 220 numbers are male in which 127 male are married and 93 male are single, and considering the female ratio is 212 numbers in which 106 females are married and 96 members are single,

The demographic distribution of respondents based on marital status is presented in Figure 2. The data reflects gender-based proportional representation among employees across corporate sectors. ‘



**FIGURE 2:** Marital status distribution of male and female respondents in the survey sample.

The educational qualifications of respondents are illustrated in Figure 3, indicating the predominance of graduate-level participants in the sample.

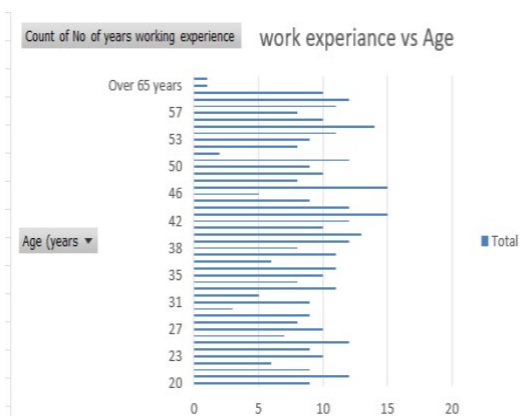
|                                 |            |
|---------------------------------|------------|
| Graduate degree                 | 404        |
| High school                     | 1          |
| Master degree                   | 1          |
| Masters                         | 1          |
| MBA                             | 1          |
| Other                           | 9          |
| PG in Environmental Engineering | 1          |
| Ph.D                            | 1          |
| Post Graduate                   | 2          |
| Post Graduation                 | 1          |
| <b>Grand Total</b>              | <b>422</b> |

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**FIGURE3:** Educational qualifications of respondents in the corporate sample.

From the figure 4 The description of work experience and age has the prolonged association between the level of management in job, where from the graph below we could infer that the work experience is seem to be less around 5 years for age group 20-35 years old, the work experience increases to 5-10 years for the age group 35-55 years and final set of age group 56-65 years old have work experiences more than 15 years and from the figure 5 that describes about the job sectors the samples belong to , we could infer that more than 200 numbers of sample has been working in service sector and the remaining majorly work in IT sectors and other domain.

The relationship between age and work experience is presented in Figure 4, showing progressive increases in tenure across age categories.



**FIGURE4:** Distribution of work experience across age groups of respondents.

sectoral distribution of respondents across industries is illustrated in Figure 5, demonstrating concentration in service and IT sectors.

| Job sectors             | Count of Job position |
|-------------------------|-----------------------|
| Academia                | 1                     |
| Faculty                 | 1                     |
| Government of Tamilnadu | 1                     |
| Govt Doctor             | 1                     |
| House wife              | 1                     |
| Indirect taxation       | 1                     |
| IT                      | 111                   |
| Lawyer                  | 1                     |
| Manufacturing           | 44                    |
| Professional            | 1                     |
| Research scholar        | 1                     |
| Service                 | 255                   |
| unemployed              | 1                     |
| Social Media Executive  | 1                     |
| Textiles                | 1                     |
| <b>Grand Total</b>      | <b>422</b>            |

**Figure 5.** Sector-wise distribution of respondents across corporate domains.

### The hypothesis generation and discussions

The set of questionnaire was basically concentrating on the psychology and neurogenetic profiling in recruiting and rising concerns about the drawback of mental health neurogenetic policies in corporate companies, thus to determine the need of inclusion for the need for psychologists and neurogenetic

screening in the HR policies the below analysis has been carried out to determine the quality and statistical model of the implementing the Seetha framework to enhance the mental health support policies in the MNC. We have utilized the statistical tool SPSS and the test which have been utilized to test the significance are reliability analysis, pseudo r square ,goodness of fit and model fitting information, from the data obtained we could infer that the value obtained for reliability analysis is .85 which do have the result where we could state that the model is highly significant along with supporting negrelike value which is .96 with model fitting significance .000 which are less than 0.05, hence the obtained 420 sample is highly significant we can proceed with the next type of analysis ANOVA,SAMPLE T TEST AND LIKELIHOOD AND nominal regression CHI SQUARE T TESTS.

From the data obtained using spss and after analyzing the Value obtained from ANOVA sample t test aand chi square test seem to be highly significant with the aspect of acceptance from sample to implement the psychological support and neuro genetic profiling the HRM policies and mental healthcare act India, which could eradicate the carelessness about our mental health during work and stressful implications of the employees in corporate settings.

The explanatory power of the

The explanatory power of the regression model is presented in Table 1

| Reliability Statistics |  |            |
|------------------------|--|------------|
| Cronbach's Alpha       | Cronbach's Alpha Based on Standardized Items | N of Items |
| .830                   | .825   | 38         |

### Pseudo R-Square

|                      |             |
|----------------------|-------------|
| <b>Cox and Snell</b> | <b>.831</b> |
| <b>Nagelkerke</b>    | <b>.962</b> |
| <b>McFadden</b>      | <b>.890</b> |

Table 1. Pseudo R-Square values indicating model explanatory strength.

### Goodness-of-Fit

|                 | Chi-Square    | df         | Sig.         |
|-----------------|---------------|------------|--------------|
| <b>Pearson</b>  | <b>48.842</b> | <b>894</b> | <b>1.000</b> |
| <b>Deviance</b> | <b>91.773</b> | <b>894</b> | <b>1.000</b> |

Table 2. Goodness-of-fit statistics for the regression model.

### Model Fitting Information

The model fitting criteria and likelihood ratio tests are summarized in Table 3.

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| Model          | Model Fitting Criteria -2 Log Likelihood | Likelihood Ratio Tests Chi-Square | df  | Sig. |
|----------------|--|-----------------------------------|-----|------|
| Intercept Only | 835.470                                  |                                   |     |      |
| Final          | 91.773                                   | 743.697                           | 357 | .000 |

Table 3. Model fitting information and likelihood ratio tests.

### Likelihood Ratio Tests

| Effect  | -2 Log Likelihood of Reduced Model | Likelihood Ratio Tests Chi-Square | df | Sig. |
|---|------------------------------------|-----------------------------------|----|------|
| Intercept   | 91.773 <sup>a</sup>                | .000                              | 0  | .    |
| Have you ever felt conflict during your work with your team mates       | 91.773 <sup>a</sup>                | .000                              | 0  | .    |
| Is your emotional instability are being ignored at your work settings   | 91.773 <sup>a</sup>                | .000                              | 0  | .    |
| Does your Working environment influence stress                          | 91.773 <sup>a</sup>                | .000                              | 0  | .    |
| Does your Working environment has politics                              | 91.773 <sup>a</sup>                | .000                              | 0  | .    |
| Do you spend your income for health related issues                      | 91.773 <sup>a</sup>                | .000                              | 0  | .    |
| -Is emotional well being has been analysed regularly at your work place | 91.773 <sup>a</sup>                | .000                              | 0  | .    |

|   |                     |      |   |   |
|---|---------------------|------|---|---|
| we ever felt that the sense of emotional check and direction been assisted by any expert at your organisations  | 91.773 <sup>a</sup> | .000 | 0 | . |
| your organisation comply with any psychologist or psychologist committee and legal expert to handle stress and work pressure services                 | 91.773 <sup>a</sup> | .000 | 0 | . |
| Do you have your own privacy space at your work place environment   | 91.773 <sup>a</sup> | .000 | 0 | . |
| Man Machine Interface (MMI)   | 91.773 <sup>a</sup> | .000 | 0 | . |
| Women require legal standardisation protocol as in emotional and psychological protection   | 91.773 <sup>a</sup> | .000 | 0 | . |
| neuro psychology management in women mental health  | 91.773 <sup>a</sup> | .000 | 0 | . |
| have your ever felt stress and trauma in working days   | 91.773 <sup>a</sup> | .000 | 0 | . |
| Is there any psychology support policies Committee to note your stress breaks out provided by your company to you at your adverse emotional breakdown | 91.773 <sup>a</sup> | .000 | 0 | . |
| Is there any sleeping room to rest provided by your company to you at your adverse emotional breakdown  | 91.773 <sup>a</sup> | .000 | 0 | . |
| the place you work with are free from sexual harassment and assault   | 91.773 <sup>a</sup> | .000 | 0 | . |

## Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

|  |                     |      |   |   |  |                     |      |   |   |
|--|---------------------|------|---|---|--|---------------------|------|---|---|
| The human un regulated emotional stability has been determined by utilizing criminal psychology tools -is there any complaint app or box to address your traumas | 91.773 <sup>a</sup> | .000 | 0 | . | Have you ever felt racism and discrimination in payroll or gender - strengthening psychological legal HR policies regulations leads the organisation culture | 91.773 <sup>a</sup> | .000 | 0 | . |
| Adoption of right criminal psychology regulations can acknowledge bias of human at work place earlier  | 91.773 <sup>a</sup> | .000 | 0 | . | is innovation of legal psychology law clinic at organisations could enhance peace and security to employees in emotional context                             | 91.773 <sup>a</sup> | .000 | 0 | . |
| Is there a women's committee to raise the concerns - criminal psychology and regulations minimize the emotional threats in businesses                            | 91.773 <sup>a</sup> | .000 | 0 | . | Are there policies or committee at your workplace to depend on when there are conflicts or small misunderstanding query to raise up                          | 91.773 <sup>a</sup> | .000 | 0 | . |
| The architecture of a forensic psychology can be effectively managed for conflict management risk measures at working culture                                    | 91.773 <sup>a</sup> | .000 | 0 | . | Is there any stress related Leave granted at your company  | 91.773 <sup>a</sup> | .000 | 0 | . |
| Does your company provide you a clinical counselling mindfulness support at your work place to handle emotional stability  | 91.773 <sup>a</sup> | .000 | 0 | . | Are medical health check up been performed at your company regularly   | 91.773 <sup>a</sup> | .000 | 0 | . |
| When you feel, stressed or being under conflict with peers, is there any platform available to raise your concern directly or indirectly                         | 91.773 <sup>a</sup> | .000 | 0 | . | Is regulation of policies to enhance emotional stability required to enhance work place environment  | 91.773 <sup>a</sup> | .000 | 0 | . |
| Is there any confessing space or psychologist provided to you when you feel avoided or ignored at workplace  | 91.773 <sup>a</sup> | .000 | 0 | . | As a employee will you be curious to undertake the neurogenetics profiling testing to enhance your health and to evaluate your emotional status              | 91.773 <sup>a</sup> | .000 | 0 | . |
|  |                     |      |   |   | The neurogenetics profiling will enhance your meatal health  | 91.773 <sup>a</sup> | .000 | 0 | . |

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|   |                     |      |   |   |
|---|---------------------|------|---|---|
| Do you support the statement “Are your emotional well being can be enhanced with neurogenetic profiling been done in your organisations to enhance health | 91.773 <sup>a</sup> | .000 | 0 | . |
| Will your support neurogenetic testing to analyse employees and your biological health  | 91.773 <sup>a</sup> | .000 | 0 | . |
| Is neurogenetic leadership styles can enhance the organisation health and wellness strategy   | 91.773 <sup>a</sup> | .000 | 0 | . |
| Traditional leadership styles along with neurogenetic leadership styles can enhance the emotional distress and trauma faced by employees                  | 91.773 <sup>a</sup> | .000 | 0 | . |
| Does neurogenetic profiling could initiate more competitiveness between the employees in organisations  | 91.773 <sup>a</sup> | .000 | 0 | . |
| Leadership qualities includes both genetic and intellectual abilities of the Employees  | 91.773 <sup>a</sup> | .000 | 0 | . |

The chi-square statistic is the difference in -2 log-likelihoods between the final model and a reduced model. The reduced model is formed by omitting an effect from the final model. The null hypothesis is that all parameters of that effect are 0.

a. This reduced model is equivalent to the final model because omitting the effect does not increase the degrees of freedom.

b. Unexpected singularities in the Hessian matrix are encountered. This indicates that either some predictor variables should be excluded or some categories should be merged.

The ANOVA results demonstrating statistical significance across variables are presented in Table 4.

### ANOVA

| Cluster  | Mean Square | df | Error Mean Square | df  | F       | Sig. |
|--|-------------|----|-------------------|-----|---------|------|
| Have you ever felt conflict during your work with your team mates  | 5.698       | 1  | .546              | 416 | 10.432  | .001 |
| Is your emotional instability are being ignored at your work settings  | 5.422       | 1  | .516              | 416 | 10.507  | .001 |
| Does your organisation provide you health support to handle your stress  | 4.458       | 1  | .476              | 416 | 9.367   | .002 |
| Does your Working environment influence stress   | 62.222      | 1  | .518              | 416 | 120.170 | .000 |
| Does your Working environment has politics   | 6.077       | 1  | .506              | 416 | 12.020  | .001 |
| Do you spend your income for health related issues   | .010        | 1  | .460              | 416 | .022    | .881 |
| -Is emotional well being has been analysed regularly at your work place  | .009        | 1  | .455              | 416 | .020    | .888 |
| we ever felt that the sense of emotional check and direction been assisted by any expert at your organisations | 37.016      | 1  | .461              | 416 | 80.378  | .000 |

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|   |        |   |      |     |         |      |  |        |   |      |     |         |      |
|---|--------|---|------|-----|---------|------|--|--------|---|------|-----|---------|------|
| your organisation comply with any psychologist or psychologist committee and legal expert to handle stress and work pressure services                 | 40.431 | 1 | .474 | 416 | 85.295  | .000 | adverse emotional breakdown  |        |   |      |     |         |      |
| Do you have your own privacy space at your work place environment   | 65.339 | 1 | .427 | 416 | 153.160 | .000 | the place you work with are free from sexual harassment and assault  | 3.709  | 1 | .475 | 416 | 7.817   | .005 |
| Man Machine Interface (MMI)   | 32.949 | 1 | .485 | 416 | 67.943  | .000 | The human un regulated emotional stability has been determined by utilizing criminal psychology tools -is there any complaint app or box to address your traumas | 49.207 | 1 | .484 | 416 | 101.597 | .000 |
| Women require legal standardisation protocol as in emotional and psychological protection   | 11.137 | 1 | .460 | 416 | 24.188  | .000 | Adoption of right criminal psychology regulations can acknowledge bias of human at work place earlier  | 16.281 | 1 | .605 | 416 | 26.898  | .000 |
| neuro psychology management in women mental health  | 21.915 | 1 | .416 | 416 | 52.700  | .000 | Is there a women's committee to raise the concerns - criminal psychology and regulations minimize the emotional threats in businesses                            | 21.551 | 1 | .489 | 416 | 44.056  | .000 |
| have your ever felt stress and trauma in working days   | 17.473 | 1 | .466 | 416 | 37.475  | .000 | The architecture of a forensic psychology can be effectively managed for conflict management risk measures at working culture                                    | 12.991 | 1 | .555 | 416 | 23.403  | .000 |
| Is there any psychology support policies Committee to note your stress breaks out provided by your company to you at your adverse emotional breakdown | 34.665 | 1 | .488 | 416 | 71.057  | .000 | Is there any sleeping room to rest provided by your company to you at your   | 59.144 | 1 | .433 | 416 | 136.493 | .000 |

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|  |        |   |      |     |         |      |   |        |   |      |     |         |      |
|--|--------|---|------|-----|---------|------|---|--------|---|------|-----|---------|------|
| Does your company provide you a clinical counselling mindfulness support at your work place to handle emotional stability                                    | 34.093 | 1 | .560 | 416 | 60.865  | .000 | Are there policies or committee at your workplace to depend on when there are conflicts or small misunderstanding query to raise up                       | 22.932 | 1 | .502 | 416 | 45.712  | .000 |
| When you feel, stressed or being under conflict with peers, is there any platform available to raise your concern directly or indirectly                     | 63.615 | 1 | .462 | 416 | 137.564 | .000 | Is there any stress related Leave granted at your company   | 76.934 | 1 | .541 | 416 | 142.168 | .000 |
| Is there any confessing space or psychologist provided to you when you feel avoided or ignored at workplace  | 66.806 | 1 | .471 | 416 | 141.878 | .000 | Are medical health check up been performed at your company regularly  | 36.425 | 1 | .547 | 416 | 66.597  | .000 |
| Have you ever felt racism and discrimination in payroll or gender - strengthening psychological legal HR policies regulations leads the organisation culture | 37.373 | 1 | .516 | 416 | 72.396  | .000 | Is regulation of policies to enhance emotional stability required to enhance work place environment   | 12.144 | 1 | .453 | 416 | 26.836  | .000 |
| is innovation of legal psychology law clinic at organisations could enhance peace and security to employees in emotional context                             | 4.458  | 1 | .437 | 416 | 10.191  | .002 | As a employee will you be curious to undertake the neurogenetics profiling testing to enhance your health and to evaluate your emotional status           | 18.983 | 1 | .461 | 416 | 41.194  | .000 |
|  |        |   |      |     |         |      | The neurogenetics profiling will enhance your meatal health   | 59.915 | 1 | .493 | 416 | 121.588 | .000 |
|  |        |   |      |     |         |      | Do you support the statement "Are your emotional well being can be enhanced with neurogenenic profiling been done in your organisations to enhance health | 42.187 | 1 | .505 | 416 | 83.544  | .000 |
|  |        |   |      |     |         |      | Will your support neurogenetic testing to analyse employees and your biological health  | 7.240  | 1 | .485 | 416 | 14.919  | .000 |

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|  |        |    |                 |                 |  |      |
|--|--------|----|-----------------|-----------------|--|------|
| Is neurogenetic leadership styles can enhance the organisation health and wellness strategy  | 21.101 | 1  | .499            | 416             | 42.298   | .000 |
| Traditional leadership styles along with neurogenic leadership styles can enhance the emotional distress and trauma faced by employees | 63.440 | 1  | .554            | 416             | 114.417  | .000 |
| Does neurogenetic profiling could initiate more competitiveness between the employees in organisations                                 | 33.625 | 1  | .417            | 416             | 80.579   | .000 |
| Leadership qualities includes both genetic and intellectual abilities of the Employees   | 17.987 | 1  | .542            | 416             | 33.193   | .000 |
| One-Sample Test<br>Test Value = 0  |        |    |                 |                 |  |      |
|  | t      | df | Sig. (2-tailed) | Mean Difference | 95% Confidence Interval of the Difference<br>Lower Upper |      |
| Have you ever felt conflict during your work with your team mates  | 113.32 | 42 | .000            | 4.258           | 4.18   | 4.33 |
| Is your emotional instability are being ignored at your work settings  | 117.29 | 42 | .000            | 4.251           | 4.18   | 4.32 |
| Does your organisation provide you health support to handle your stress  | 123.98 | 42 | .000            | 4.318           | 4.25   | 4.39 |

|   |         |    |      |       |      |      |
|---|---------|----|------|-------|------|------|
| Does your Working environment influence stress                          | 106.176 | 42 | .000 | 4.244 | 4.17 | 4.32 |
| Does your Working environment has politics                              | 119.201 | 42 | .000 | 4.280 | 4.21 | 4.35 |
| Do you spend your income for health related issues                      | 129.827 | 42 | .000 | 4.336 | 4.27 | 4.40 |
| -Is emotional well being has been analysed regularly at your work place | 130.956 | 42 | .000 | 4.351 | 4.29 | 4.42 |

|   |         |     |      |       |      |      |
|---|---------|-----|------|-------|------|------|
| we ever felt that the sense of emotional check and direction been assisted by any expert at your organisations                        | 116.671 | 421 | .000 | 4.237 | 4.17 | 4.31 |
| your organisation comply with any psychologist or psychologist committee and legal expert to handle stress and work pressure services | 114.200 | 421 | .000 | 4.239 | 4.17 | 4.31 |
| Do you have your own privacy space at your work place environment   | 114.630 | 421 | .000 | 4.289 | 4.22 | 4.36 |
| Man Machine Interface (MMI)   | 117.625 | 421 | .000 | 4.282 | 4.21 | 4.35 |
| Women require legal standardisation protocol as in emotional and psychological protection   | 127.337 | 420 | .000 | 4.318 | 4.25 | 4.38 |

## Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

|  |         |     |      |       |      |      |  |         |     |      |       |      |      |
|--|---------|-----|------|-------|------|------|--|---------|-----|------|-------|------|------|
| neuro psychology management in women mental health   | 128.667 | 421 | .000 | 4.275 | 4.21 | 4.34 | Adoption of right criminal psychology regulations can acknowledge bias of human at work place earlier                                    | 108.315 | 421 | .000 | 4.232 | 4.16 | 4.31 |
| have your ever felt stress and trauma in working days  | 120.582 | 421 | .000 | 4.325 | 4.25 | 4.40 | Is there a women's committee to raise the concerns - criminal psychology and regulations minimize the emotional threats in businesses    | 119.578 | 421 | .000 | 4.263 | 4.19 | 4.33 |
| Is there any psychology support policies Committee to note your stress breaks out provided by your company to you at your adverse emotional breakdown            | 114.498 | 421 | .000 | 4.246 | 4.17 | 4.32 | The architecture of a forensic psychology can be effectively managed for conflict management risk measures at working culture            | 112.779 | 421 | .000 | 4.192 | 4.12 | 4.27 |
| Is there any sleeping room to rest provided by your company to you at your adverse emotional breakdown   | 115.734 | 421 | .000 | 4.313 | 4.24 | 4.39 | Does your company provide you a clinical counselling mindfulness support at your work place to handle emotional stability                | 107.950 | 420 | .000 | 4.240 | 4.16 | 4.32 |
| the place you work with are free from sexual harassment and assault  | 126.473 | 421 | .000 | 4.284 | 4.22 | 4.35 | When you feel, stressed or being under conflict with peers, is there any platform available to raise your concern directly or indirectly | 112.306 | 421 | .000 | 4.265 | 4.19 | 4.34 |
| The human un regulated emotional stability has been determined by utilizing criminal psychology tools -is there any complaint app or box to address your traumas | 113.034 | 421 | .000 | 4.275 | 4.20 | 4.35 | Is there any confessing space or psychologist provided to you when you feel avoided or ignored at workplace                              | 105.675 | 421 | .000 | 4.178 | 4.10 | 4.26 |

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|  |         |     |      |       |      |      |   |         |     |      |       |      |      |
|--|---------|-----|------|-------|------|------|---|---------|-----|------|-------|------|------|
| Have you ever felt racism and discrimination in payroll or gender - strengthening psychological legal HR policies regulations leads the organisation culture | 108.842 | 420 | .000 | 4.235 | 4.16 | 4.31 | The neurogenetics profiling will enhance your meatal health   | 109.293 | 421 | .000 | 4.270 | 4.19 | 4.35 |
| is innovation of legal psychology law clinic at organisations could enhance peace and security to employees in emotional context                             | 132.759 | 421 | .000 | 4.325 | 4.26 | 4.39 | Do you support the statement "Are your emotional well being can be enhanced with neurogenenic profiling been done in your organisations to enhance health | 113.138 | 420 | .000 | 4.283 | 4.21 | 4.36 |
| Are there policies or committee at your workplace to depend on when there are conflicts or small misunderstanding query to raise up                          | 117.423 | 421 | .000 | 4.294 | 4.22 | 4.37 | Will your support neurogenetic testing to analyse employees and your biological health  | 124.063 | 421 | .000 | 4.284 | 4.22 | 4.35 |
| Is there any stress related Leave granted at your company  | 100.846 | 421 | .000 | 4.206 | 4.12 | 4.29 | Is neurogenetic leadership styles can enhance the organisation health and wellness strategy   | 115.565 | 421 | .000 | 4.242 | 4.17 | 4.31 |
| Are medical health check up been performed at your company regularly   | 108.459 | 421 | .000 | 4.225 | 4.15 | 4.30 | Traditional leadership styles along with neurogenetic leadership styles can enhance the emotional distress and trauma faced by employees                  | 105.154 | 421 | .000 | 4.322 | 4.24 | 4.40 |
| Is regulation of policies to enhance emotional stability required to enhance work place environment  | 127.284 | 420 | .000 | 4.292 | 4.23 | 4.36 | Does neurogenetic profiling could initiate more competitiveness between the employees in organisations  | 123.951 | 421 | .000 | 4.289 | 4.22 | 4.36 |
| As a employee will you be curious to undertake the neurogenetics profiling testing to enhance your health and to evaluate your emotional status              | 124.601 | 421 | .000 | 4.315 | 4.25 | 4.38 | Leasership qualities includes both genetic and intelectual abilities of the Employees   | 114.036 | 421 | .000 | 4.227 | 4.15 | 4.30 |

Table 4. ANOVA results for psychological and neurogenetic variables.

### HYPOTHESIS TESTING AND VALIDATION

## Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

**Hypothesis 1: Is there no significant influence of establishing conflict and stress related actions related to mental health support for employees in global companies**

**Hypothesis 1A: Is there significant influence of establishing conflict and stress related actions related to mental health support for employees in global companies**

Preposition the outlook of considering the mental health act India has a variance towards astonishing the need for addressing only acute mental illness, but the need for psychological support still has not been claimed as a valid support to prevent the acute mental illness for humans in the society. With the utilization of the data obtained using the spss software we could statistically propose the need for psychological support to employees in the corporate settings in Chennai,

OUTPUT: the significance of employees prolonging for the conflict and stress relating to the adoption of psychological legal committee that is PLCO(psychological legal chief officer) in corporate setting could enhance the emotional well being of the employees

DISCUSSION: the need for corporate legal psycho officer could positively enhance the mental health well being of the employees which could either eradicate the stress related suicide in the companies and other health concerns can also be reduced.

**Hypothesis 2: Is there no significant impact of cognitive psychology in managing conflict in organisational structure.**

**Hypothesis 2a: is there significant impact of cognitive psychology in managing conflict in organisational structure.**

Prepositions: The cognitive psychology basically dwells with the aspect of how the thinking of the person has the direct and indirect impact of actions, thus the past, present and future are related with a string of cognition that can determine the probability of outcome that can enhance the future decisions that can make the concern human being effective with his actions with strings attached to cultural beliefs and trusts

Discussions: from the data of analyze obtained from statistical out utilizing the Anova, nominal regression and sample t test could determine the cognition influence factors that can decrease the stress and enhance mental health has been validated and determined

Outcome: the results obtained clearly stated the significance of rejecting the null hypothesis where the employees has insisted to determine the adoption of psychological cognition principals and the realm of cognitions of humans do have active association with stress and conflict management

**Hypothesis 3: is there no significant impact of neuro psychology management in women mental health**

**Hypothesis 3a: is there significant impact of neuro psychology management in women mental health**

Preposition The 420-sample data set has been utilized to determine its validation in enhancing the psychological balance within the employees and there was a hypothesis generation based on the concentration with neuropsychological can concentrate on employee's mind state to get analyzed to recruit, judgements and determining the psychological health

OUTPUT: the significance of employees prolonging the conflict and stress relating to the adoption of psychological legal committee that is PLCO(psychological legal chief officer) in corporate setting could enhance the emotional well-being of the employees

DISCUSSION: the need for corporate legal psycho officer could positively enhance the mental health well being of the

employees which could either eradicate the stress related suicide in the companies and other health concerns can also be reduced. Preposition: the role of conflict that has influence for psychological catalysts to trigger stress need to be imparted with considerations to address the role of

**Hypothesis 4: Is there no significant influence of a neurogenetic TESTING in recruiting process and health support for employees in global companies**

**Hypothesis 4A: is there significant influence of establishing a neurogenetic testing and health care support for employees in global companies**

Preposition the outlook of considering the mental health act India has a variance towards astonishing the need for addressing only acute mental illness, but the need for psychological support still has not been claimed as a valid support to prevent the acute mental illness for humans in the society. With the utilization of the data obtained using the spss software we could statistically propose the need for neurogenetic psychological support to employees in the corporate settings in Chennai,

OUTPUT: the statistical output describes the significance output to adopt a neurogenetic screening in case of determining the status of the mental health well being of the employees in mnc companies, which could help in determining the health of mind of employees in the companies, with the statistical output which good be considered to validate this hypothesis, where 90% of the employees in the companies do support this neuro genetic testing and they are willing to know their genes in terms of mental health to determine the efficiency of the mind and stress levels.

DISCUSSION: the need for neurogenetic screening in the recruiting process, the basic ideology of health and wellness of the employees are prioritized, and psychological balance can be prevailed to enhance the working environment both emotionally and productively

**Hypothesis 5: Is there no significant influence of a neurogenetic leadership qualities from neurogenesis and traditional leadership and health support for employees in global companies**

**Hypothesis 5A: Is there significant influence of a neurogenetic leadership qualities from neurogenesis and traditional leadership and health support for employees in global companies**

Preposition The testing of data has the greater contradiction with the regards to the neurogenetic leadership qualities a employee or CEO possess in the company, the level of employment could directly or indirectly influence the qualities of leadership in the company which are biologically prove through neurogenetic screening to determine the mind health and neuro privacy

OUTPUT: the significant validation from the anova, chisquare test and sample t test has proven to support the neurogenetic leadership styles, when compared to traditional leadership settings in the corporate mnc, thus the neurogenetics profiling can further validate the qualities of leadership with psychological aspects

DISCUSSION: the ideal reference to implement the neurogenetic leadership framework could help in determining the positive aspects of determining the skills of management during adverse situations with prolonged details of neurogenetic testing and health monitoring with psychologists.

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**Hypothesis 6:** there are no significant impact of clinical psychologist in addressing the psychological imbalance of employees

**Hypothesis 6a:** there are significant impact of clinical psychologist in addressing the psychological imbalance of employees

Proposition the role of psychologists with legal advisor that can enhance the mental well being of the employees with regard to clinical psychologists, where the statistical validation do accept the adoption of clinical psychologist in the mnc corporate settings

OUTPUT: the significance of employees prolonging for the conflict and stress relating to the adoption of psychologists with the aspect of address the psychological imbalance then and there and to address the psychological legal dimensions where the statistical output could validate the need for the clinical psychologists.

DISCUSSION: the need for corporate psychologists could positively enhance the mental health well being of the employees which could either eradicate the stress related suicide in the companies and other health concerns can also be reduced.

**Hypothesis 7: criminal psychology has no significant impact to Address the psychological imbalance in mental health care act**

**Hypothesis 7A: criminal psychology has significant impact to Address the psychological imbalance in mental health care act**

Proposition the criminal psychology concepts can be very well utilized by the criminals' laws in the Indian constitution of India to address the legal barriers a employee face or the management face and to overcome those hurdles and burden.

OUTPUT: the statistical output obtained from spss where the need for criminal and forensic psychological concepts are validated to be adopted in the psychological settings and to enhance the role of defending the criminals in the corporate settings and to ensure safety to the employees and companies.

DISCUSSION: the need for criminal defense mechanisms concept could determine the legal support to overcome the criminal behaviors of the employees in corporate level, where the introduction of corporate law panchayats can be adopted.

### Future scope of research and conclusion:

In general the adoption of corporate law panchayat has not been in existence in India to address the MNC and government sector disputes in more informal way, even the mental wellbeing of employees in the corporate settings are not considered or accepted to be addressed and there are negligence to consider the mental health as priority and no Policies implemented till now in more legal way. Considering that gap we can enhance the emotional mental health well being of the employees, the aspect of criminal, cognitive psychological aspects can either way help in determining a need to address the illegal activities that are happening in corporate and government setting in Chennai, and the setup of determining the literature gap in there is no legal policies for mental health well being and neurogenetic testing to determine the DNA of brain as the source of human mental health wellbeing

From this research findings we could significantly state that the need for adoption of corporate law panchayats was validated and neurogenetic profiling and testing in corporate settings nationally specifically in Chennai. Could address the mental

health well being by adoption of chief psych legal officer in each company that are directly related with corporate law panchayats.

### Disclosure of interest

The authors report no conflict of interest. The authors alone are responsible for the content and writing of this article.

The authors declare no competing interests.

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### Ethical Approval Statement

Ethical approval was obtained from the institutional review board prior to data collection. Participation was voluntary and anonymized..

### Patient Consent Statement

Informed consent was obtained from all participants prior to participation in the study.

### Data availability statement

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# Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

## ANNEXURE 1

### Advocacy and Resilience: Neuro cognitive Psychological and Legal dimensions on HR policies for women Mental Health in Finance MNC and Government sectors in chennai

Dear Sir/Madam,

The questionnaire is all about seeking the details of your level of prioritising you inner emotional health and your mental health in your day to day life .The guidelines suggested may address those issues of conflict and mental health disparities faced by employees and woman at very earlier stage of conflict resolution. The factors that influence the conflicts are highlighted considering The efficiency of

*cognitive psychology (cp) tools are ,cp: Evaluate Regulations in organisation, in psychological aspects*

*neuro psychology NP: Regulating the emotional intelligence and management in organisations.*

*criminal psychology cRp: Systematic psychological illegal Risk analysis of employees in organisations ,*

*clinical psychology(clip): The psychologist support for human emotional traumas, law infrastructure and for psychology in hr policies .*

*The role of NGTP:neurogenetics testing in profiling the employees health and wellness and to entail a skil upgrading programme to enhance the emotional and legal intelligence for employees safety*

*Neurogenetics leadership styles (NLS)To define the biological neuro Genetic factors for the board of directors. in the company to enhance the leadership styles and emotional wellness of directors.*

your valuable input will enhance the research in identifying how legal and psychology law service can be enhanced further for better user-friendly emotional and psychological support service, to employees facing stress and Taruma.I request you to kindly answer the questionnaire with honesty. Your responses will be kept confidential with in the research process and will be utilized by the research department with protection to privacy terms, the identification number generated to each participant with disclosed date and time of research questions answered, which

alone will be visible to public. I convey a thanks note for spending your valuable 10 min time in taking up the questionnaire and further support the research.

\*Indicates required question

1. Email \*

\_\_\_\_\_

2. **Demographic profile**

Age

Mark only one oval.

- Under 20 years  
 20-35 years  
 36-50 years  
 51-65 years  
 Over 65 years

3. Gender

Mark only one oval.

- Female  
 Male

4. No of years working experience

Mark only one oval.

- Less than 5  
 6-10 YEARS  
 11-15 YEARS  
 MORE THAN 15 YEARS

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5. Marital status

Mark only one oval.

- Married
- unmarried
- widowed
- Divorced

6. Job position

Mark only one oval.

- Manufacturing
- Service
- IT
- Other: \_\_\_\_\_

7. Highest completed level of education \*

Mark only one oval.

- Elementary school
- High school
- College degree
- Graduate degree
- Other: \_\_\_\_\_

8. **conflicts** \*

Have you ever felt conflict during your work with your team mates

Mark only one oval.

- Strongly agree
- Agree
- Neutral
- Strongly disagree

9. Is your emotional instability are being ignored at your work settings

Mark only one oval.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

10. Does your organisation provide you health support to handle your stress

Mark only one oval.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

11. Does your Working environment influence stress

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

12. Does your Working environment has politics

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

13. Do you spend your income for health related issues

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

14. **Hypothesis 1: cognitive psychology in managing conflict in organisational structure.**

-Is emotional well being has been analysed regularly at your work place

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

15. -we ever felt that the sense of emotional check and direction been assisted by any expert at your organisations

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

16. -your organisation comply with any psychologist or psychologist committee and legal expert to handle stress and work pressure services

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree

# Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

17. Do you have your own privacy space at your work place environment

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

18. - Women require legal standardisation protocol as in emotional and psychological protection

Mark only one oval.

- Strongly Disagree
- Disagree
- Neutral
- Agree
- Strongly agree

19. **Hypothesis 2: neuro psychology management in women mental health.**

- is your working environment are friendly and safe emotionally

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

20. -have your ever felt stress and trauma in working days

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

21. - Is there any psychology support policies Committee to note your stress breaks out provided by your company to you at your adverse emotional breakdown.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

22. Is there any sleeping room to rest provided by your company to you at your adverse emotional breakdown.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

23. - the place you work with are free from sexual harassment and assault

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

24. **Hypothesis 3: Criminal psychology in HR policies.**

-The human un regulated emotional stability has been determined by utilizing criminal psychology tools -is there any complaint app or box to address your traumas

Mark only one oval.

- Strongly disagree
- Disagree
- neutral
- agree
- strongly agree

25. -Adoption of right criminal psychology regulations can acknowledge bias of human at work place earlier

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

26. Is there a women's committee to raise the concerns - criminal psychology and regulations minimize the emotional threats in businesses

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

27. -The architecture of a forensic psychology can be effectively managed for conflict management risk measures at working culture

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

28. **Hypothesis 4: clinical psychology role in human emotional dilemmas.**

-Does your company provide you a clinical counselling mindfulness support at your work place to handle emotional stability.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

# Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

29. When you feel, stressed or being under conflict with peers, is there any platform available to raise your concern directly or indirectly.

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- strongly agree

30. Is there any conferring space or psychologist provided to you when you feel avoided or ignored at workplace -

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

31. Have you ever felt racism and discrimination in payroll or gender -strengthening psychological legal HR policies regulations leads the organisation culture

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

32. **Hypothesis 5: international and national law infrastructure for legal psychology in mental health for organisations.**

- is innovation of legal psychology law clinic at organisations could enhance peace and security to employees in emotional context

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

33. Are there policies or committee at your workplace to depend on when there are conflicts or small misunderstanding query to raise up

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

34. Is there any stress related Leave granted at your company

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

35. Are medical health check up been performed at your company regularly \*

*Mark only one oval.*

- Strongly disagree
- Disagree
- neutral
- agree
- strongly agree

36. Is regulation of policies to enhance emotional stability required to enhance work place environment \*

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- agree
- Strongly agree

37. **Hypothesis 4: Neurogenetics testing to enhance employees emotional intelligence and health**

As a employee will you be curious to undertake the neurogenetics profiling testing to enhance your health and to evaluate your emotional status

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

38. The neurogenetics profiling will enhance your mental health \*

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

39. Do you support the statement "Are your emotional well being can be enhanced with neurogenetic profiling been done in your organisations to enhance health" \*

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

40. Will your support neurogenetic testing to analyse employees and your biological health

*Mark only one oval.*

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

# Integrating Neurogenetic Profiling and Legal- Psychological Frameworks for Corporate Conflict Management in MNCs

Is neurogenetic leadership styles can enhance the organisation health and wellness strategy

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

42. Traditional leadership styles along with neurogenetic leadership styles can enhance the emotional distress and trauma faced by employees \*

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

43. Does neurogenetic profiling could initiate more competitiveness between the employees in organisations

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

45. Thank you for your time in filling out this survey and would kindly request you to post your thoughts ..)

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