

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric Hr Policies in Legal Psychology

Surya Seetharaman¹, Dr. Asha Sundaram², Dr. Thangamayan³

¹ Research Scholar, Saveetha School of Law, Saveetha Institution of Medical and Technology Science, Chennai.

² Principal, Saveetha School of Law, Saveetha Institution of Medical and Technology Science, Chennai.

³ Associate Professor, Saveetha School of Law, Saveetha Institution of Medical and Technology Science, Chennai.

Author Note: Saveetha School of Law, Saveetha Institution of Medical and Technology Science, Chennai.

Email: anjalisiva@myyahoo.com, Phone: +91 8838376135

Received: 28th Feb, 2026 | **Revised:** 14th Mar, 2026 | **Accepted:** 4th Apr, 2026 | **Available Online:** 20th Apr, 2026

ABSTRACT

The personality traits of the women encompass the cognitive psychological elements and genes as key variables that influence the neural behaviour of humans towards decision making based on situations and circumstances. This study reveals the elements of neural genetics that has direct and indirect impact over personality traits of human, especially women psychology. The need for showing the ethical guidelines, neuro cognitive genetics health enhancement, with AI technology in neuro genetics law and predictions and neuro health that could enhance the Legal psychology forensic tools to determine the causation of conflicts relations to brain behaviour and genes. Designing a matrix (Indian neural genetics cognitive personality traits) INGCPT genome framework with legal SETEHA (safety, equity, ethical, tranquility, humanity, awareness) framework towards the risk mitigation of conflicts and dispute resolution law and ethical privacy of neuro cognitive psychology for women in workplace settings underpinning considerations of negative cognitive neural psychology drawback faced in HR policies till date with the support of case studies involving the emotional failure faced by women in organisations in Chennai.

Keywords: SETEHA, INGCPT framework, Law, Neuro genetics health, Legal compliance, Human value, Legal psychology, Women psychology legal ethics, Brains, Conflict resolution strategy and framework, Genes, Personality traits and Gunas, Arbitration.

How to cite this article: Seetharaman S, Sundaram A, Thangamayan. Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric Hr Policies in Legal Psychology. *Int J Drug Deliv Technol.* 2026;16(30s):652-681. DOI: 10.25258/ijddt.16.30s.62

Source of support: Nil.

Conflict of interest: The authors declare no conflict of interest.

Introduction

The human brain has the ability to store everything which we perceive, pay attention, or even focus to concentrate in the situations, people etc. The brain neural cognitions have the influence to control the actions and activities of the human brain based on the past experiences, it may had happened in childhood or any time in life, the brain genetics and cognitive neurotransmitter has the ability to with hold the memories in short duration memory or long duration stored memory process or experience that could enhance the decision making capacity of the human beings, hence the neural always gets the information signals from perception, auditory nerves and sensation to analyse the situations to further react with behaviour using human neuro genetics cognition methods. The study will be designed to evaluate laws for the emotional trauma faced by human privacy

towards environmental factors, and humans pertain to their brain functions through perception, sensation and cognitions. The definitions of human behavior are related to neural genetics and personality traits that he or she acquired from childhood. The simpler version of elements that have considerable influence on genes are the percentage of the qualities we acquire from our ancestors and parents and on the other hand which we acquire from societal exposure and peer competitiveness. The privacy quotient is being uncultured in neural genetics for vibrant personality traits of humans to feel insecure and cognitive theft has been idealized when there is a source of occurrence of harassment, manipulations of data cultural invariances and causation of trauma faced in working conditions setup. The entire study dwells with case study analysis of women under negative situations and the neural laws with privacy

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

considerations are done to ensure fair revelations of neural genetics personality traits legal compliance with legal policies both in national and international standards considering the women laws , labor law, company laws, health laws, mental health act, and privacy to information law.

The general personality of humans are composed of the emotional intelligence quotient, intellectual quotient and the prebuilt morals and ethics the human should perceive from the culture and traditions that are been inherited through genes from our fore father, ancestors, grandpa, grandma and extended family and environment exposure, in general the personality of the human develops based on the human exposure to environments both societal and family culture, the genes that has the neural impact over the human behaviour, can either be treated as the combination of **Human neuro cognitive identity=Human neural genes + human behaviour+human personality traits..... (1)**

Human psychology framework= intellectual quotient+emotional intelligence+legal quotient.....(2)

Literature review

From the literature we could determine that the conceptualization of neuroscience and genetics with law seems to be impractical configuration with labor and mental health laws that have the antecedents with HR policies in the companies.

From the literature we could infer that there are happenings in the city where employees have replaced with AI robots, with definition the robots do the assigned work repeatedly till we ask to stop does humans been compared to robots, so the question raised when IBM removed 4000 people from HRM jobs, when Tesla also did lay off to 6000 HRM employees, are these decisions going to take away jobs for more employees in coming years in India. Are AI robots going to replace humans.

Recently AI has enhanced the hr role where we could add substantial support of evidence stating that an AI robot could do the role of Human Resource manager, just imagine how enhanced the HR policies that indirectly state that it is laws with relating to which a machine can handle, where there are no emotional or psychological support given to people as a employee in MNC and Government sectors in chennai.

Outlook on GINA laws USA with Indian law context

Thus, the importance to determine the GINA laws can help us to eradicate the significance of psychology

disorder faced by the humans in organizational set up .What is GINA to determine in brief it is the non discrimination act that has been proposed by USA government to eradicate the genetics of humans discriminations, so what are the BASIC objective to determine the genetics quality of a person highlights the deployment of how a person can put his potential towards his work and sustain his action towards management of both personal as well as professional life.

To summarize the Neuro Genetics of human could

- 1) Help in determining the health quotient variant in DNA subjective to his eating and lifestyle habits
- 2) The role of influence of neuro genetics determination in enhance the behaviour of humans with psychological support
- 3) To enhance the personality traits with big 5 model along with neuro genetics could further help in accurate selections of employees for the concerned job
- 4) The ethical security guidelines an be implemented that are needed to support the confidentiality of the employee could be idealized through neuro genetic description Thus, in India we still need the configuration of how this Seteha with NGCPT could idealized a determination of law for supporting the emotional and psychological guideline to enhance the better life for employees in the company based on cultural aspect of India.

The basic need for implementing these laws in India are

Preventing the cosmic and toxic human discrimination rays and health pandemic which could make employee health at stake , such as the stress related mental disorder where the employee faced during pandemic and suicidal attempts made by the employees due to extreme work pressure , the job crisis that are being faced in India due to replacement of Robots in the working culture instead of humans, where the emotions of the employees in the organisations are at stake. Hence the role of Seteha and NGCPT could idealise a interventions of adopting the psychological legal ethical guidelines of seteha and NGCPT guidelines that could eradicate the space of emotions and work HR policies. Thus Ideating the general need we could creat a flow chart

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

Privacy towards human decision making is dependent on the data that is information perceived through decision making, judgements in the form of data and that is obtained through the combination of emotional quotient, intelligent quotient. From the literature data we could infer that there is no attention given to cognitive psychology neuro laws which could enhance the privacy of human thinking in regulated manner in HR policies. The concept of regulations is based on a set of rules that could validate the neurogenetics laws. The saturation definitions of implementing neurogenetics laws in terms of human could determine the role of behavioural neurogenetics utilised to understand free will and morality. In the field of military use of behavioural genetics, the concentration towards post traumatic stress disorder such as suicidal behavior, mental resilience, decision making and prediction of human beings can increase the unique moral and behavior through genes.it has been determined that the behavior of humans are still associated with the prenatal genes in ethical challenges.

The neurolaw, and psychology in hr policies, methods to resolve conflicts

The literature has been widely concentrating the general theoretical methodology to resolve conflicts or improvise the legal setback faced in the organizations in terms of psychology and teamwork congruence in the base of psychology. Thus, the role of neurology, law and psychology interplay has not been considered for the entitlement of law and theoretical framework with neural law guidelines in Human Resource policies to address the viable factors to causes of conflicts and disputes in the organization’s general the Flow chart for the process of detailing the interconnection between law, neural genetics, psychology is depicted in the diagram below

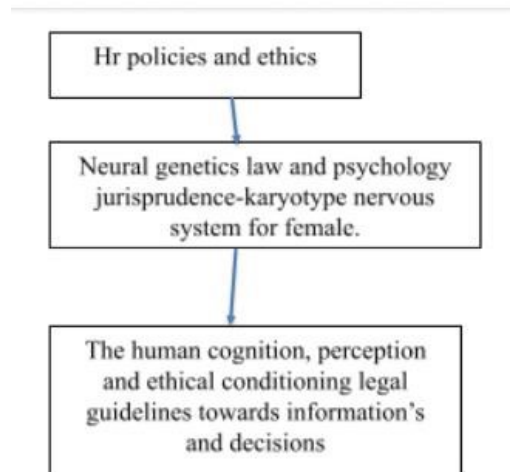


Figure 1: The configuration of neuro genetic hr policy framework

From the literature we could determine there are huge communicative gaps between the Human policies and Neuro genetics and psychology that still needs the theoretical legal guideline framework towards utilising the legal aspect of Neural genetics, psychology and cognitive science. We could determine a huge gap between psychological neurogenetics legal aspects with respect to Hr legal policies which need a theoretical framework to address the human mental health trauma at very early stage of causes of conflicts. The determination of actions of human beings has been classified into ethics of doing good, evil or bad effects. To determine the good and bad ethics, the role of ethics has been cultivated by human DNA and traits, to broadly explain how the ethical considerations has been done is classified as based on two concepts namely

- Eudaemonia

The virtue ethics has been directly related to the traits of eudaemonia which explains about the human happiness, the efforts which human apply a virtue of guaranteeing happiness within in them for the course of action they do.it involves precondition towards being happy and the

- Phronesis adaptation of wisdom in the form of thinking where the decisions can be applied based on the situations are bad or evil with considerations of duty and rules which are inbuilt characteristics in terms of DNA.

Thus when these genetically trace test with respect to brain could idealism the standard determination human neuro gene variant.

To inject the Nero genetic cognitive personality traits elements in to SETEHA(Safety, ethical, equity,

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

tranquility, equality, humanity, and awareness) framework the below derived mathematical equation can ideally expect the combinations of both

Derivation of Mathematical equation relating seteha and NGCPT

Thus, to deploy the rapid configurations of emotions and laws with HR policies it is important to combine the legal perspective with health psychology like neuro science and genetics with human psychology with personality traits which can be expressed below by adding the equation 1 and 2 **Adding 1 and 2**

$$\text{NGCPT} + \text{SETEHA} = \text{neural genes} + \text{human behaviour} + \text{human brain personality traits} + \text{intellectual quotient} + \text{emotional intelligence} + \text{legal quotient} \dots\dots (3)$$

The literature has various drawback related to genetically mishap of human brain functions to evaluate the tendency of how the efficiency of the employee can put front his productivity towards the work with well psychological balance and neuroscience perceptions that could long way deploy the robotic way of handling employees.

Thus, with aspect of using the scalar matrix equation The general equation of the scalar matrix includes

[aij]n x n, is said to be a scalar matrix if; aij = 0, when i ≠ j. aij = k, when i = j, for some constant

k. we could determine the resi ability of how the addition of seteha and ngcpt could enhance the working environment directly or indirectly.

Considering the factors that directly or indirectly influence seteha framework that is emotional quotient, psychological and law quotients which can be written as

$$\text{Seteha} = \text{EQ} + \text{PQ} + \text{LQ}$$

Where EQ+Lq+PQ is equal to 1

$$\begin{bmatrix} eq. & 0. & 0 \\ 0. & Pq. & 0 \\ 0. & 0. & Lq \end{bmatrix} = 1 \dots\dots\dots (4)$$

Now considering the NGCPT equations

Where NGCPT is composition of neuro genetic law- NL, cognitive science=CS. Personality traits=pt Hence substitution into scalar matrix gives us the equation (5)

$$\begin{bmatrix} NL & 0. & 0 \\ 0 & CS. & 0 \\ 0. & 0. & pT \end{bmatrix} = 2 \dots\dots\dots (5)$$

Now adding the equation 4 and 5 with respect to constant that is neuro genetics laws with health psychology we get

$$\begin{bmatrix} eq. & 0. & 0 \\ 0. & Pq. & 0 \\ 0. & 0. & Lq \end{bmatrix} + \begin{bmatrix} pt. & 0. & 0 \\ 0. & cs. & 0 \\ 0. & 0 & NI \end{bmatrix} =$$

$$\begin{bmatrix} pt + eq & 0. & 0 \\ 0. & Cs+pq. & 0 \\ 0. & 0 & NI+lq \end{bmatrix} = [pt + eq +Cs+pq+ NI+lq] \dots\dots\dots(6)$$

$$\begin{bmatrix} 0. & 0 & NI+lq \\ pt + eq +Cs+pq+ NI+lq \end{bmatrix} = \text{Indian law code for Indian neural genetic cognitive personality traits framework} \dots\dots\dots(7)$$

Some of the major advantage for implementing INGCPT in SETEHA framework is to model the gap between the human brain genetics ethical safety considerations with women psychology towards prevailing the deploys Ent of SETEhA for women’s in the working culture. The implementations of these frame work can directly or directly influence the employee secured employment and workability.

Research method

From the equation 6 we could determine that if we make the legal guidelines with the elements of personality traits, emotional quotient, cognitive neuroscience, psychological quotient, neuro laws with intellectual quotient where the current present laws are not compatible with we could be able to provide a environment to employees where each element as discussed above in the equation could idealize a configuration to sustained environment of women safety psychology support As we have already determined from the literature that the mental health of the employees has never been in to consideration but in order to address those issues, a revision of missed emotional factors are identified from the literature , and those element needs a ethical framework which are proposed in this study that is combination of seteha and NGCPT framework . In this study we are going to adopt the mixed research methodology where both both focus group discussion and empirical study in terms of survey will be utilised where the stake holder with be neurologist, psychologist, women employees in both government and non government sectors, the CEO directors of the

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

company etc. And the secondary data. Has been collected with utilising the library, journals, news etc.

Research objectives

To enhance the productivity and to make the work cost efficient, now the multinational companies are enhancing the HRM role substitution with machines which has no destruction, but humans do have end where machines don't, hence CEO of the company is relying on robots with AI generated. Let us put the sense of legal subject of humans who are driving force towards employee engagement in companies. There is a gap that is emotional gap that has sustained all these years in the company directly or indirectly. There is objective that is going to enhance the emotional stability in the company will lead to aim like

- 1) **The role of neuro genetic laws has direct influence towards the employee psychology support guidelines in the company.**
- 2) **To implement the chief neuropsychology officer could enhance the emotional psychological stability in the company**
- 3) **The neuroscience with cognitive ethical guidelines could enhance the women psychology in the company**
- 4) **To implement NGCPTin seteha framework could enhance the psychological support in the company**
- 5) **Role of forensic psychology be associated with neuro genetics which could determine the human behaviour and support the positive psychology.**

Research questions

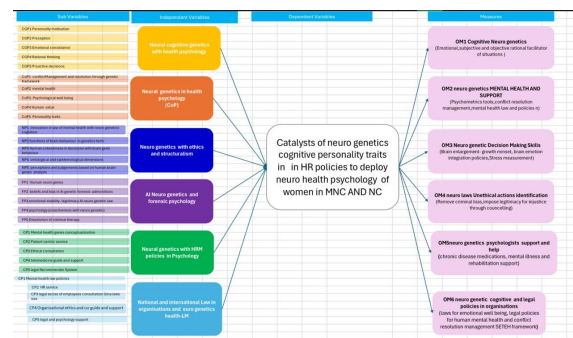
- 1) **How the role of neuro genetic laws has direct influence towards the employee psychology support guidelines in the company.**
- 2) **Can implementing the chief neuropsychology officer could enhance the emotional psychological stability in the company**
- 3) **Can neuroscience with cognitive ethical guidelines could enhance the women psychology in the company**

- 4) **Can implementing NGCPTin seteha framework could enhance the psychological support in the company**
- 5) **How can forensic psychology be associated with neuro genetics which could determine the human behaviour and support the positive psychology.**

Research frame work

Here the variables of human brain elements have been considered the thread of science to enhance the coordination action of NGCPT and SETEHA framework to enhance the women roles in working environments. Let us think a way where the working of both needed a extra ethical care in terms of securing the employee data and information that could be detailed only with the directors and founder of the company.

Research framework below could idealise the measures that need to be concentrated to enhance the workability of seteha with INGCpT laws



The above research framework depicts the role of neural genetics psychology influencing the health psychological aspects of HR policies that directly enhance the psychological disparity faced by humans in the organisations. This legal psychology based on neural genetics can initiate the proposition of how human genome can predict the health of brain in the employees in the working environments under various circumstances. With the reference to above determined framework, we could now relate the dependent and independent variables with the aspect of discussions.

Discussion

Neuro cognitive and human emotions and behaviour health enhancement guideline

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

It is the need to propose a neuro cognitive human emotional health psychology consideration where the destructive human sense of mental calibration has been determined through human mental health which has not been considered as the important aspect towards health of the human in the organisations.

H1A: whether Neuro cognitive and human emotions and behaviour health enhancement guideline has no positive impact influence human mental health in the organisations.

H1B: whether Neuro cognitive and human emotions and behaviour health enhancement guideline has positive impact influence human mental health.

Preposition

On deciding the fact of how neuro cognitive genetics could influence the human behaviour from the literature we could figure out that the role of cognitions plays a greater impact on profiling the genetics in more destructive manner with determination of factors like

1. youth can learn a and psychosocial of behaviours,
2. judge feelings may bias judgements
3. ethnic and gender,
4. jury decision making,
5. emotion and motivation.
6. emotions related to judgement and decision making
7. creativity of the psychology
8. coping responses,
9. access organisational complaint procedures
10. powerful effect on personal life ,
11. Individuals with high EI conflict, biased in terms of the respondents' Perception Outcome:

With the invariance of gender behaviour and psychological imbalance implementing the tools of neuro genetic cognitive personality analysis could further enhance the adaptation of legal descriptions human ethical and genetic details in confidentiality through genome INGCPT framework with seteha framework.

Discussion

To deploy the importance of the genome implementation INGCPT in seteha framework the role of ethics is important to keep the data of genome of employees and their behaviour analysis report in more confidential manner, Inorder to propose their impact of threat to safeguard the data there is a need to implement the seteha framework where the ethical guidelines can promote the safety with respect neuro behaviours.

H2A: advocacy in Neuro genetic ethical enhancement guideline -neuro genetics law has no impact over Neuro laws deployed Ent for employees, entail health well being

H2B: advocacy in Neuro genetic ethical enhancement guideline -neuro genetics law has positive impact over Neuro laws deployed Ent for employees, entail health well being

Preposition

When ethical grounds has direct impact for human security and privacy standards that could enhance the. Trust within organization which they work for need highest privacy and confidentiality of details with genome analysis to figure out the human efficiency but from the literature we could find some factors that deploys the trust in terms of human psychology are

1. Kohlberg's six stages of moral development trace, free-standing
2. logic of equality and reciprocity, conception of fairness anchored in the share d conventions of societal agreement
3. morality from law,
4. Public Policy Issues, Contractual issues,
5. Tort liability issue, for penalty act,
6. policies are set by administration of any organisation.
7. neuroeuro, existence in the law.
8. limited knowledge, law in the courtroom limited to legal attackNeuroscience
9. , Law,,justice systems and the broader notion of justice itself.
10. Fukuyama's words in neuroscience
11. sorting out the moral and social implications of neurocognitive enhancement

Outcome

It is mandatory to enhance the ethical guideline of the neuro genome framework that could enhance the trust percentage of employees towards their health and

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

organisations, the genetics influence in human can enhance the self determination to overcome the stress, anxiety and other health disorder faced by the human and the efficiency work factor of human can also help in binding the work environment a positive manner.

Discussion

Neuro genetic AI technology now plays a contribution to society by replacing humans with machines and the role of HRM is declining as it is a reparative processor just hiring, they employees with AI automated fine-tuned methods and forensic enhancement guideline has not been still considered in the working environments

H3A: does Neuro genetic AI technology and forensic enhancement guideline has no impact on employee mental health wellness

H3B: does Neuro genetic AI technology and forensic enhancement guideline has impact on employee mental health wellness

Propositions

The direct and indirect factors that prolong the need for AI technology in HRM practice and the role of forensic Has gave the perspective of the advance technology simulation in doing work faster, smarter and efficient than humans with the drawback for emotional setback with considerations to genome. Where as the forensic psychology could help in destructing the illegal behaviour of employees with the factors under considerations like

1. criminal justice system, dynamics of staff and offender relationships,
2. culture of punishment and retribution-culture of community and healing
3. intellective measurement, psychological construct
4. eyewitnesses identify cation,
5. manipulations in their legal decision-making research psychologists
6. studying legal decision marking,
7. eyewitnesses identification,
8. Ethics Code in general,ethical principles
9. standards having specific implications for providing forensic services
10. knowledge, skills, education, training, and experience
11. regulation, statutes, and required or customary procedures,
12. legal implications of certain forensic issues.

13. death penalty standards having specific
14. implications for providing forensic services, knowledge, skills, education, training, and experience,
15. regulations, statutes, and required or customary procedures,
16. legal implications of certain forensic issues.
17. death penalty for a convicted murderer and
18. rapist diagnosis psychopathy jury in mitigation penalty stage
19. law and neuroscience

Outcome

When we address all the mentioned factors above we. Could determine the social emotional influencing factors that could idea the the role of genome INGCPT framework to improvise the trust issues to employees that they face during working pressure in the environment which may later make them feel they belong to ones among the organisations.

Discussion

Addressing the drawback of regulations towards women’s facing traumas psychologically has no greater affirmation integration towards enhancing the safety protocols to with genome analysis towards eradicating discriminations based on gender and providing a more safety guidelines for women workers in the organisations.

H4A: Does neuro disorder and women psychology has no impact on employee safety and ethics guidelines

H4B : Does neuro disorder and women psychology has impact on employee safety and ethics guidelines

Proposition:

The factors that are still not considered for improvising the women neuro genome aspects in the posh act and labour laws which do have discrimination towards gender in employment in organisations.

Thus to highlight the factors that are

1. race and ethnicity influence, nature and experience of harassment.
2. cause of the harassment,
3. radicalized sexual respond to the harassment, harassment,
4. women of color, social class, sexual orientation, or
5. dis- ability status.,
6. develop compre- hensive theory,
7. psychological research, lack of power.

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

8. attitudes about rape gender role
9. count gender inequality and discrimination
10. . Armed conflicts and natural disasters,
11. conceptualisation of race, gender, and other social categories Cultural differences
12. primarily masculine. sexual harassment, protection from stigma and retaliation.
13. provide a safe environment
14. , iDiscrimination, demotivated
15. conflict management
16. product of the situation frontal lobe function
17. decision-making, behavioural control,
18. counter-factual thinking; and presentations
19. federal judicial system;
20. judges, lawyers, legislators,
21. legal scholars and the public,
22. lie detection, pain assessment, and punishment.
23. -childhood legislation, neuroscientific

Outcome

The need for social safety for women in neuro genome INGCPT framework can impact on addressing all the psychological traumas faced by women in working environment where the discrimination based on gender can be eradicated with legal implementing g the seteha framework

Discussion

When there is a vital important need for addressing the space that HRM policies do have with respect to neuro genetic cognitive personality law in Indian context, it is so clear that that could make the psychological well being of employees to face a greater trauma in upcoming years wheee AI integration could dominate the industry world wide with AI integration and work efficiency are so coordinated with each other where the predictive nature of human intuition can never have a replacement where even AI could fail as it can process only data stored in them there can happen the information bias, data errors, etc, thus the need for ideal legal guidelines that can enhance a strong bonding need a genome framework

H5A: can Neuro genetic predictions and HRM psychology enhancement guideline has no impact on seteha framework to improvise the psychological well being of human

H5B: can Neuro genetic predictions and HRM psychology enhancement guideline has impact on

seteha framework to improvise the psychological well being of human

Preposition

If there is no emotional context consideration in the HRM policies for employee psychological wheel being then how can a employee affirm the safety quotient with employment job security in the organisations where the livelihood of the employee configuration is the greater question in AI technology era. Some of the factors that could relate to safety quotient are

1. psychological concept,
2. credit on psychological HRM research
3. psychologists,
4. framework for a more integrated approach to HRM
5. research to which W/O psychology, therapist;
6. layer active role,
7. ethical dilemas
8. lawyer client relationships,
9. psychotherapy,
10. information from other levels of employees middle managers responsible for implementing policies
11. strategically positioned from a resource-based perspective
12. corporate/global HR context of MNCs from emerging economies.
13. collaboration prediction tools and data-based interventions of treatment and punishment.
14. prediction tools and data-based interventions of treatment and
15. punishment. advances in technology, improved
16. cognitive models
17. traditional models of academic and folk psychology
18. stress-related mental symptoms in CG personnel.
19. PTSD related to military and non-military experiences Outcome:

The implementation of human genome intuitive model could further guide in decision making rather than adoption of AI technologies which could either way enhance the human efficiency in decision making

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

skills based on their past experiences where they built the genes from environment exposure

Conclusions

It is now been determined that factors that directly or indirectly influence the Seteha & Rame work with INGCPT genome framework, inclusion of both the framework could be don't t(rough implementing the psycho law gist in every organisation with appointing a separate branch with chief legalpsycholawgist officer(CIPO) branch just like chief executive officer, chief finance officer etc. where a human specialised with both law and psychology can help in mitigating the conflicts In a very early stage of misunderstanding between team members, and with genome framework a proper skill therapy can be adopted to employees to make them feel effluent in their work by improving the trust and safety quotient in the working environment One of the major aspect of formation of corporate human rights is employees, considering the socioeconomic aspects and profitable indicators based on employees contribution to the company, where as the corporate human rights as per constitution of india only favours employee rights in terms of productivity, but the mental health quotient is not been addressed or considered, the ratio and data related to employee stress, suicide attempts, and other related stress causing factors need some consideration at present 2025 context, from the data cited in article ALL THINGS TALENT- NAUKIRI TALENT CLOUD, stated that 60% of the employees faces stress irrespective of their age, being more specific about 70% of women at work places feel more stress than men, that indulge in questioning our corporate human rights provisions and evaluating the mental health care act in india.the stress is not a emotion that can be forgotten or erased, it has direct or indirect impact over genes, so what is the role of genes here , we shall state the genes are the identity of every human being that are heritable to stay as a evidence for generations, what if that Genes are destructed through stress in our day today life. Some of the factors that are negatively affected due to stress are the humans and their emotions through distress, so what happens in genes when stress is adhered by the human in workplace need a glance and details to enhance our mental health well-being at our work place and personal space. Some of the specific genes stress dispositions that we are going to consider here are SLC6A4,COMT,MAOA.We are going to analyse whether these genes has impact on stress dispositions

in epigenetic genera for all workaholic people at different management levels.

In general if we insists our statement saying money is mandatory in employee work settings, we should be familiar with stress as a mandatory quotient in every employees in the management , so there are policies adhered for employees cost to company, remuneration, employees skills training, employee insurance benefits etc. there are nor considerations or policies to address the employees stress, if there are work, people and communications happening, there are going to be stress, conflicts and perceptions that are going to occur in the company.so what are the negative aspect of stress, are they going to create a adverse environment in the company, or do they going to determine the employee mental health as priority, while considering the outlook of mental health care act in india 2017 and corporate human rights, lets deploy the emergence of neuro genetic rights and neural privacy every employee should adhere in the institution , lets determine the stress wave therapy by implementing Seetha framework in psychogenetic metrics that can enhance the health and well being of employees especially women's in workplace settings.

In general the equation to describe the human corporate rights in congruence with mental health care act can so-licitly with effect on determining the importance of missing indicator of addressing the stress in more genetic way, thus a ideal notation that could align the gap between the human corporate rights and mental health act is the equation of neuro rights and neuro cognitive resilience in psychogenetic way in short that can be addressed with providing the Seetha framework.

Human corporate rights+mental health act 2017—>neuro cognitive resilience act+psychogenetic

From the literature we could infer that human corporate rights has withheld the details of employees benefits and cost to company details alongside posh act to forbid the sexual harassment at workplace, where as the mental health act explains the acute mental illness foreseen by the human either major or minor, based on to address the mental illness like alzimers, mental disorders etc with regulations provided in the mental health care act 2017 , but this research has the vivid disclosure of how to enact the implementation of importance of preventing the stress in very early

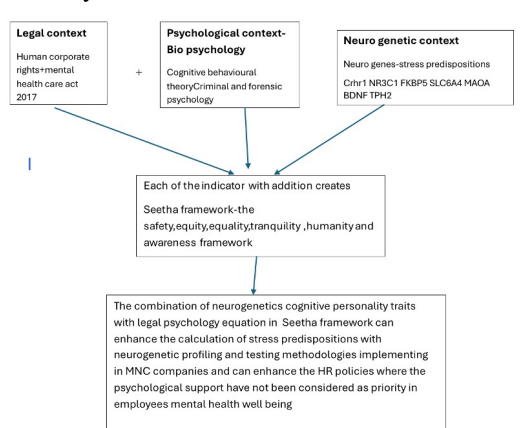
Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

stage to avoid the acute mental illness, and fore gain the rights to access to mental health and mind well being of the employees directly or indirectly. The misplaced details of stress as a indicator in determining the mental health of employees are still been not addressed in the congruent defined acts, that provoke the need for providing importance to employee well-being as a part of policies of Human Resource management.

Literature review

Role of stress genes is stress disposition in epigenetic methylation

DNA and its composition has a vital aspect or role in determining the stress variance in humans in all their life, the general suspect of how human beings could tent to react to things in stressful situations which has direct and indirect effects on health, to concentrate on women stress genomics that have modulation due to environmental factors, the hipbones, genes methylation and prolonged stress causing environment can enhance the effect in how the brain genes can adapt to the stressful situations. This the pathway to Hearfullness emotions and mindful mapping has difference indications that need details description of how stress can be handled and how it can be reduced and what are the negative impacts of stress genes and how it effects the decision making ability and hereditary functions can be disturbed.



The conceptual Seetha frame work that can ideate the mindfulness and Hearfullness is described below Human corporate right

Literature review

From the literature we could determine the dramatic ideal shift of mental instability with employees when it comes to grounds of equal

rights without discrimination, but in general the emotional quotient in the legal psychology could even provide a variance of how a human have to use his cognitive abilities to overcome the self bias and fear to enhance his or her capabilities, thus to ensure the role of employee productivity, lets consider now the inner well being of employees, from the literature there are many theories such as Herbert motivational theories, Maslow hierarchy’s, the theories that are related to leaderships etc, but we to define that there are proper concentration provided for mental health well being of the employees.the basic stigma here is there is only acute mental health illness present but not admissible relation with stress management and conflicts management.to relate bio psychology in general with the equation of legal psychology and neuropsychogenetics framework we shall adhere the role of the negative impact of stress over human neural genes other wise termed as epigenomics. The influence of environmental factors that has direct or indirect stress predispositions causing the human to suffer from psychological illness if prolonged for longer times. Thus to interpret in more psychological terms, the relation of stress and conflicts in human mental health that enhances the behaviour of humans and health in the negative manner.Thus to determine the standard framework and equation , we should be able to know what are the negative impact of stress over genes, and we’re there any legal aid to address those issues for the employees in the MNC company.so in this criteria of stress dispositions.There are no proper definitions of Law in the Indian mental health care act to define the neurocognition to address the temporary psychological illness that need to be addressed with the psychological counselling, thus the deficiency of psychology in the legal aspects in mental health care act still needs a inclusion of psychological perspectives and even the HR policies with neurogenetics profiling need to be addressed.thus psychology and neurogenetics inclusions in HR policies and laws related to psychological support still need enactment.

METHODOLOGY TO DETERMINE STRESS PREDISPOSITION BY NEUROGENETIC TESTING

Stress-Related Gene Functions (for context)

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

Gene	Description / Function in Stress Response
CRHR1 / CRHR2	Encode corticotropin-releasing hormone receptors that regulate the hypothalamic-pituitary-adrenal (HPA) axis and cortisol release under stress.
NR3C1	Glucocorticoid receptor gene; mediates cortisol signaling, influencing resilience and stress reactivity.
FKBP5	Regulates glucocorticoid receptor sensitivity; linked to stress adaptation and PTSD vulnerability.
SLC6A4 (5-HTTLPR)	Serotonin transporter gene; influences mood regulation and susceptibility to anxiety/depression under stress.
MAOA	Breaks down neurotransmitters (serotonin, dopamine); variants influence emotional control and aggression.
BDNF	Supports neuroplasticity and neuron survival; reduced activity linked to chronic stress and mood disorders.
COMT	Degrades dopamine; variations affect stress-related cognition and executive function.
TPH2	Tryptophan hydroxylase 2; key enzyme in serotonin synthesis, linked to emotional regulation.

Small outlook of epigenomics in neuro genetics , stress predispositions, methylation of stress genes Genes are in general can be explained with the aspects of neuroscience , so any relational understanding of neuro activities are related to central nervous system , a scientific way to analyse how humans behave,produce thoughts emotions

and control important body functions etc.,mental illness are concentrated in relation with neuroscience and the prospects towards the variance of how the stress can enhance human way of thinking and behaviour.its an multidisciplinary approach of how the emotions variance has the impact over human brain functions in both aspects of neurogenetics and brain neuroscience. We all knew the importance of the nervous system, where the human tend to talk, walk, eat, respond, react all being controlled with nervous system directly or indirectly, the specific definition of human behaviour has been determined by the response signals that we give to brain through neuro transmitter and the way the brain respond to the ;parts of the body through neuro transmitters.

Thus to ideate the general neurogenetic importance in the psychological aspects, the role of psychology in regulating the neurogenetics can be determined with how the epigenomics could ideally enhance the gene variability in both positive as well as negative manner, hence the general proposition of neurogenetics profiling can be explained with formulas such as

Neurogenetic profiling=the stress genes evaluation+stress DNA methylation +Epigenomics (phenotype)

To study about our genes that includes the structure of DNA , composition of the structure of DNA, that is chromosome.the variation of genes considering both internal and external factors includes genes variability and transcription along with translation.inorder to understand the neurogenetic profiling we should first be familiar with what is gene variability, epigenomics, neurogenes transcription and translation etc.

Components of DNA and Study of neurogenetics

We shall determine the variations of genes only if the gene is undergoing the negative translation in terms of the process under epigenomics, in order to determine the concentration of stress a normal human can adhere we should be able to understand why this is creating the negative impact in human health and wellness etc.the general size of the chromosome is 1.4 micro meters in diameter which are tightly regulated structures, 300 nanometer fibre is the composition of 30 nanometer fibre which are tightly packed to create a chromosome etc.and it compose of nucleoside

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

which is 10 nano meter. which has beads and strings structures called as nucleosome with the protons attached to it such as H2A, H2B, H3 and H4 etc. When these nucleosome are further analysed the structure of the DNA can be ideated that is 137 pairs of DNA wrapped around finally creates the double helix DNA. one of the major aspect we study in gene tics is coding anatomy. which includes the in-tons and exons which are being regulated with enhancers, silencers, promoters and locus control regions.

GENE TRANSCRIPTION

The gene transcription has been highly regulated with the epigenomics that is the environmental factors that are related with change in stress modulations due to environmental factors. take a example of bacteria if it gets exposed to lot of heats and suddenly the gene expression caused due to the impacts of heat shocks are relatively the damage caused in cellular level where the so called proteins heat shocks will be used to withstand that heat or fight against that heat, if there are going to be no heat shock then the the gene variations are silent and there wont be need to use energy to defend anything, thus the study of stress caused due to epigenomics will be explained n criteria with gene regulations where the genes are regulated in both manner in terms of rest and gene variability.

The role of gene description will enhance the study of stress in more detailed manner. to determine the stress predispositions, the state of gene expression can either be positive or negative based on the standard value of determination. the stress factors are generally been influenced by the external environment that can be otherwise termed as epigenomics, in this research the role of mental reactions can be either understood by the brain related functions through networks, circuits, proteins etc. the role of epigenomics in stress management plays a crucial role between genomics, transcriptomics, and epigenomics. It is important for us to study the interactions of the genes, When we talk about 21st-century neurogenetics, it is important to understand that we cannot talk about genetics alone. We really have to talk about the interplay between genomics, transcriptomics, and epigenomics. This is because with the exception of a few monogenetic diseases such as sickle cell anaemia or Huntington's

disease, a brain disorder, it is rather rare that we have one gene that causes one phenotype and one disease. It is rather that we have the interaction of genes that give rise to a certain phenotype on the transcriptome level, and that this is all regulated by epigenomics. It is important to understand that there is an intricate relationship between these three fields. There's a dynamic interplay, and altogether, this brings up a multiscale approach that bridges basic and clinical research. This fact that genomics gives rise to transcriptomics, which is regulated by epigenomics, is particularly important for neurodevelopment and also for brain function in health and disease. Then what is really neurogenetics? Neurogenetics is really the interplay between three different pillars. On the top, we have genetics, which can be brought about by point mutations or single-nucleotide polymorphisms or SNPs. On the bottom left, we have the environment, which is everything we do, essentially, and every environment that the cell is exposed to. This can be our nutrition, our lifestyle, pathogens we're exposed to, and also toxins we're exposed to. Finally, the third pillar are the epigenetic modifications in terms of post-translational histone modifications, in terms of DNA methylation, and in terms of non-coding RNAs. And it is really the epigenetics that bring the phenotype into being. So the epigenetics is really the interaction of genes with their environment, which bring the phenotype into being, as was proposed already in 1940 by the developmental biologist Conrad Waddington. What we're going to cover today is really the structure of the DNA for one. When we talk about the DNA, we also mean the chromosome. We also mean gene anatomy. We will hear about the concept that is called the locus control region. Furthermore, we're going to see steps and triggering mechanisms of transcription. We're going also to see how transcription can be tightly regulated, its mechanisms and its purpose.

Finally, we're going to end with a brief introduction of what is translation, which is the final step that brings a gene from its genetic form into a protein form, and which is then the effector state. What are the building blocks of a gene? The building blocks of a gene are really the chromosome. On the right side here, we can see that in its replicated form, we can see a very

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

characteristic structure that is 1.4 micrometres in diameter, which is composed of two sister chromatids. But if we zoom into this structure a little bit further, we can see that it is actually a compilation of different tightly regulated structures. For instance, we have the 300-nanometre fibre here that is composed by a scaffold and looped domains. And if we are to zoom into this 300-nanometre fibre even further, we can see by electron microscopy up here that there's a very characteristic 30-nanometre fibre. When we zoom into this 30-nanometre fibre, we can see another fibre which is essentially compiled upon each other to form this 30-nanometre fibre. And this is the 10-nanometre fibre here that is called beads on a string. What composes this beads on a string structure is a structure that is called the nucleosome, which is essentially an octamer of histones. And we have two times each of the following proteins, H2A, H2B, H3, and H4. Together they form this nucleosome structure, which we can see here in electron microscopy, around which the DNA, and more precisely, 137 base pairs of DNA are wrapped around. Then on the far left side, we have, of course, the naked DNA that is composed of a double helix and our four bases, which are adenine, thymine, guanine, and cytosine that are paired with one another by Watson-Crick base pairing. If we leave the chromosomal scale and zoom in into a gene's anatomy, then we can appreciate that there are certain characteristic elements that are specific for each gene. For instance, we have what is called a coding sequence that is composed of exons which are going to remain in the final product of the gene, as we will see later, and of introns which are essentially going to be cut or spliced out, as we will see later. Then, of course, we have a certain numbers regulatory sequences, such as enhancers that promote the transcription of a gene, such as silencers that shut off the transcription of a gene. Then we have elements that are called promoters, which are important for transcription factors to bind and find the gene that they have to transcribe. And all of this is controlled by a region. The objectives of the research Epigenetic codes are often also referred to as an epigenetic landscape, a term that was coined by the developmental biologist Konrad Waddington in 1957. What Waddington depicted up here is a cell

that just like a ball that we would roll down a hill, can take different trajectories. You can take a trajectory to the left or you can take a trajectory to the right depending on how hilly the landscape is. It has to go through and what Waddington supposed was to be the case is that the hills are defined by epigenetic modifications. Waddington was a developmental biologist, so the way he pictured this was that on top of the hill, we would have a stem cell that is totipotent, such as a zygote. As the stem cell starts to roll down the hill, it loses its totipotency and will become pluripotent such as an embryonic stem cell, or even an induced pluripotent stem cell. As it rose further down the hill, as it becomes more and more differentiated, it will switch from a pluripotent to a multipotent state and ultimately to a fully differentiated or unipotent state, such as is the case for neurones, astrocytes, microglia or oligodendrocytes.

Research objective

To enact the access to mental health in terms of neurogenetic cognitive resilience in constitution of india by 2026-2030

To address the HR policies with inclusion of neurogenetic profiling in the recruitment and policy related to mental health care

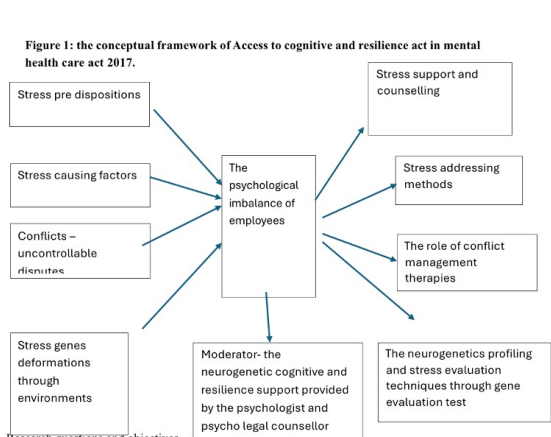
To idealise alternate dispute resolution committee in All MNC companies in chennai

To appoint a chief legal psycho officer in Companies to address the legal and health related aspect including the safety and ethics of the companies as per Indian culture and traditions

To initiate the psycho legal congruence related HR policies in terms of health and wellness of the employees in respective companies

To calculate the neurogenetic deformations of the individual from being how the stress full genes can create an impact in health manner in comparison with normal stress less DNA terms

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”



Research questions and objectives

The evaluation of stress genes in congruence to normal genes, and its variation to determine the stress values

The role of epigenomics in inducing the deformation in stress genes

The calculation of stress predispositions to evaluate the health related risk towards it

The role of gene methylation to enhance the stress response in gene interactions

Defining the stress related genes to idealise the types of stress and its causes of health risks in employees

Making employees aware of their psycho genes to evaluate their mental health well being

To determine the levels of stress variance based on management positions of the employees

RESEARCH OBJECTIVES

Does The environment has significant impact of stress genes in human genome

Does the stress gene evaluation has significant impact in psychological balance of humans

Does neuro genomics testing has significance influence in enhancing the determination of stress related diseases in earlier stage of disease detection

Does neurogenetic profiling could enhance the leadership skills of employees

Role of stress predispositions has significance impact in employee health support in organisations

Can neurogenetic policies could improve the effectiveness of health of employees health benefits in the organisations

Can genetic evaluation has significance impact to categories the stress predispositions as high level

risk employees, mid level risk employees and lose level risk of stress in employees.

Research methodology

The research methodology adopted here is clinical testing, in this testing the blood sample of 4 participants has been collected, the general aspect to determine the value of stress predispositions in humans brain has been determined by analysing the genome evaluation concentrating on stress genes such as

neurocognition to address internal mind disputes Neuro genes-MAOA-L (CRIMINAL DEFENCE), DRD4/DRD2(ADDICTION), COMT(STRESS) Neuro law and its impact on jurisprudence and health psychology in human cognition process in analysing things with strategic emotional handling perspective

Neural privacy and ethics

The unstructured interview has been carried out in order to determine the ideology of how these gene related to stress can be evaluated to underpin n the causation of stress in employees

The interviews has been carried out with neurogenetic doctors and health related advocates to ensure the ideas are been explained in terms to stress predispositions genes that could be prevented in stress causation in employees in very early stage by providing the preventative measures and ethical and legal support,

a solid evidence can be collected to support the research to enhance the laws related to stress management for employee

The photographic details of test sampling collected



The blood sample for neurogenetic testing was done with four participants, the demographic details of the participants and explained below

CL	A	DESIG	DEPAR
IE	G	NATIO	TMEN
NT	E	N	T TYPE
		LEVEL	

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

1	48 YE A RS	HIGH LEVEL	SERVIC E
2	51 YE A RS	MID LEVEL	SERVIC E
3	40 YE AT S	LOW LEVEL	SERVIC E
4	32 YE A RS	RESEA RCHER	SERVIC E

The above table describes the demographic profile of the clients and their designation level, noe the blood test was collected by the MED-GENOME private limited Bangalore to analyse the whole genome sequencing concentrating on stress genes. The role of stress calculation and their predispositions data will be obtained from this blood sampling results and more concentrating on stress related genes. This test was carried out on date 24 th September and the result was obtained on 11th November through mail.

STESS GENE EVALUATION REPORT AND STRESS GENE CALCULATION ANALYSIS

Summary of test report

Here’s a tabulated summary of all four MedGenome clinical DNA reports, focusing on stress-related genes and their corresponding findings/descriptions from each file:

Sample/Report ID	Genes Analyzed (Stress-related)	Findings / Variants Detected	Interpretation / Description
Client 2 TRN5480392 / 9415294 / 1458644	CRHR1, CRHR2, NR3C1, FKBP5, SLC6A4 (5-HTTLPR), MAOA, BDNF, COMT, TPH2	- No pathogenic or likely pathogenic variants detected in stress-related genes.- HTRA1 (c.1120G>T, p.Gly374Ter) – heterozygous nonsense variant, clinically correlate.- NR3C1 (c.146C>T, p.Ala49Val) – heterozygous variant with high minor allele frequency (benign).	No clinically relevant variants in the stress-response genes. Genes were 100% covered. Incidental variants not directly linked to stress.
Client 1 TRN5481282 / 9415283 / 1458742	CRHR1, CRHR2, NR3C1, FKBP5, SLC6A4, MAOA, BDNF, COMT, TPH2	No pathogenic or likely pathogenic variants detected.	All target genes fully covered; no mutations associated with HPA axis or serotonin pathway. Recommended genetic counselling for context-based review.
Client 3 TRN5481690 / 9415234 / 1458900	CRHR1, CRHR2, NR3C1, FKBP5, SLC6A4,	No pathogenic or likely pathogenic variants detected.	No significant genetic variation correlated with stress or emotional regulation

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

	MAOA, BDNF, COMT, TPH2		pathways. Counselling advised for interpretation.
Client 3 TRN5483461 9415201 / 1458899	CRHR1, CRHR2, NR3C1, FKBP5, SLC6A4, MAOA, BDNF, COMT, TPH2	No pathogenic or likely pathogenic variants detected.	No mutations identified in key stress-response genes (HPA axis and serotonin system). No CNVs or SNVs relevant to phenotype.

Methods adopted to calculate the stress predispositions of genes

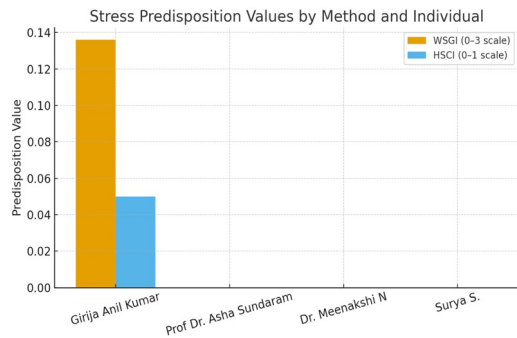
- 1 Weighted Stress Gene Index (WSGI)
- 2 HPA–Serotonergic Composite Index (HSCI)
- 3 Binary Risk Model (BRM) All calculations are derived from the four MedGenome reports you

uploaded (Asha, Meenakshi, Surya, Girija), incorporating the only stress-gene variant found (NR3C1 p.Ala49Val in Girija, benign).

Sample / Report ID	Stress-related Variant(s)	WSGI (0–3 scale)	WSGI Category	HSCI (0–1 scale)	HSCI Category	Binary Risk Model (BRM)	Overall Interpretation
Girija Anil Kumar TRN5480392 / 9415294	NR3C1 (p.Ala49Val) – benign (score = 1)	0.136	Low (< 0.5)	0.05	Low (< 0.2)	Low	Mild genetic variation in glucocorticoid receptor; overall low stress-gene predisposition.
Prof Dr. Asha Sundaram TRN5481282 / 9415283	None	0	Low	0	Low	Low	No variants detected; typical stress-response gene profile.
Dr. Meenakshi NTRN5481690 / 9415234	None	0	Low	0	Low	Low	No stress-gene mutations; normal stress-resilience baseline.
Surya S. TRN5483461 / 9415201	None	0	Low	0	Low	Low	No stress-gene variation; baseline genetic stress risk.

 **Combined Stress Predisposition Summaryⁱ**

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”



REPORT ANALYSIS AND RESULT

IT WAS DERIVED from the stress predispositions the data obtained for client 1,3,4 has no stress pre dispositions where as the client 3 has variance in stress predispositions gene, the details of variance of genes are provided below

NR3C1	Glucocorticoid receptor gene; mediates cortisol signaling, influencing resilience and stress reactivity.
Pathway Role	Central regulator of the Hypothalamic–Pituitary–Adrenal (HPA) axis. It mediates the body’s feedback control of cortisol release, helping restore balance after stress exposure.
Relevance to Stress Predisposition	Variants in NR3C1 can alter receptor sensitivity to cortisol — either hypersensitive (leading to prolonged stress response and anxiety) or resistant (blunted feedback, associated with depression or chronic fatigue).
Clinical Associations	Altered NR3C1 expression or methylation has been linked to: – Major depressive disorder – PTSD – Childhood trauma response – Stress-related

	hypertension and metabolic disorders.
Variant in Your Report	p.Ala49Val (c.146C>T) — a benign polymorphism often studied for subtle effects on cortisol sensitivity and coping style. It’s non-pathogenic but can indicate mild modulation of stress resilience rather than disease risk.

From the analysis done with neurogenetic profiling testing, we could define or find that client 2 is having some pathogenic variance in the stress genes NR3C1. Thus to address this prolonged minimal stress variation it will be advised for client 2 to undergo psychologist counselling and guidance to overcome this stress mutations. Which not treated now may cause chronic stress and PTSD in future.

HYPOTHESIS GENERATION AND DISCUSSIONS

Hypothesis 1: Does The environment has no significant impact of stress genes in human genome

Hypothesis 1A: Does The environment has significant impact of stress genes in human genome

Proposition the significant stress factors related with genes has direct and indirect influence towards the environment can be analysed using the neurogenetic testing concentrating only on the associated genes related to stress. The related stress genetic testing report shall give us the ideology of how much stress an employee will be undergoing from his past till present

Discussions: this genome testing shall explain the basic functional of the stress genes and its impact with values

Outcome:the neuro genetic testing could be a preventative measure which will be taken by the company to ensure the employees mental health as this neurogenetic testing concentrates only on stress genes If all these factors are considered properly with proper support we can easily

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

overcome the psychological imbalance faced by humans

Hypothesis 2: Does the stress gene evaluation has no significant impact in psychological balance of humans

Hypothesis2a: Does the stress gene evaluation has significant impact in psychological balance of human

Hypothesis 3 :Does neuro genomics testing has no significance influence in enhancing the determination of stress related diseases in earlier stage of disease detection

Hypothesis 3a:Does neuro genomics testing has significance influence in enhancing the determination of stress related diseases in earlier stage of disease detection

Dr. Meena kshi N	0.000	0.000	● Very Low (baseline normal)
Surya S.	0.000	0.000	● Very Low (baseline normal)

Name <small>iii</small>	Weighted Stress Gene Index (WSGI) (0-3 scale)	HPA-Serotonergic Composite Index (HSCI) (0-1 scale)	Overall Stress Factor (Relative)
Girija Anil Kumar	0.136	0.050	◆ Slightly elevated due to benign NR3C1 variant
Prof. Dr. Asha Sundaram	0.000	0.000	● Very Low (baseline normal)

Propositions: the role of pathology in testing the stress related genes from blood sample will have significant impact in determining the stress factors that could be explained with weighted stress gene index and HPA composite index and relative overall stress factors.

Discussions: form the report obtained attached in annexure 1 we could infer the value of each employee and their relative stress values after computing with the stress value calculation formulas in terms of neurogenetic profiling

Outcome: this ideal tabulation could make us self aware of how our environmental factors has impact over our neurogenes related to stress , and a concerned stress gene variance employee can be advised to take a necessary medications or counselling to undergo to overcome future stress related diseases.

Hypothesis 4: Does neurogenetic profiling could enhance the leadership skills of employees

Hypothesis 4A: Does neurogenetic profiling could enhance the leadership skills of employees

Hypothesis 6:: Can neurogenetic policies could improve the effectiveness of health of employees health benefits in the organisations

Hypothesis 6a: Can neurogenetic policies could improve the effectiveness of health of employees health benefits in the organisations

Proposition: the relationship with neurogenetic testing and leadership styles have been relation

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

with each other based on the variance with stress genes predispositional factors that are identified through neurogenetic testing, AND THERE IS NO CORRESPONDING POLICIES IN HRM TO ADDRESS THE NEUROGENETIC PROFILING AND TO ADHERE THE BENEFITS OF IT

Discussions: in general with the out put that we have obtained from the report we could say that client 2 has variance in one of the stress genes which could indicate the stress coping capability should be less for the client 2 and corresponding stress variable of other clients doesn't possess any stress variance which could state that based on their further psychometric test a leader personality type can be identified

Outcome: the workload pattern and responsibility pattern for clients 1,3,4 can be designed based upon the neurogenetic testing report obtained and with stress variance client 2 the work load and responsibility allocation can be allocated less as the more workload may induce more stress for the client 2. The basic neurogenetic profiling legal amendments in the corporate settings needs the legislation to address the mental health preventative care to overcome shortcoming in their psychological imbalance as till now there are no support or legal aspect been addressing this issues in company settings

Hypothesis 5: Role of stress predispositions has NO significance impact in employee health support in organisations

Hypothesis 5A: Role of stress predispositions has significance impact in employee health support in organisations

Hypothesis 7: Can genetic evaluation has NO significance impact to categories the stress predispositions as high level risk employees, mid level risk employees and lose level risk of stress in employees

Hypothesis 7A: Can genetic evaluation has significance impact to categories the stress predispositions as high level risk employees, mid level risk employees and lose level risk of stress in employees.

Proposition: From the result obtained and calculated stress predispositions of the 4 clients, it has been defined that the stress predisposition has direct influence of employees mental health being

and we are rejecting the null hypothesis and there is significance influence of stress genes caused due to environmental factors and this need proper considerations of health support by adoption of neurogenetic testing.

Discussions: the relational aspect of determine the neurogenetic test obtaining the stress predispositions its been ideated to address the stress variance obtained for employees in corporate settings, thus to group them under the categories of high stress risk employees, middle stress link employees and lose stress link employees. Thus from the sample obtained client 2 can be placed under middle risk stress related employees and can be addressed with proper psychologist and neurogenetic doctors

Outcome: preventative stage of psychological imbalance can be easily identified by the neurogenetic testing , thus the role of this stress predispositions testing can enhance the employee well-being by providing them the health insurance in terms of mental health and necessary support to address the preventative care to mental health should be idealised in all employee settings to address the well being of employee mental health

Future scope of research and conclusion:

In general the role of law plays a major role in determining the human conduct in a county, when it comes to health and mind, mostly of the companies don't have policies to address the issues with health support and nor have awareness to know their brain stress related genes, thus in this context, this research concentrated more on the stress genes and their advantages to utilise the neurogenetic testing in more efficient and smartest manner and the application towards the test could variable contribute to address the mental health psychological imbalance of the employees in more efficient manner, thus the neuro cognitive resilience laws can be enacted to just address the mental health care access to every employee in the corporate settings thus this could ideally be described to address the stress predisposition in related stress genes and can variable contribute in deterring the employees prone to high risk of stress, medium risk of stress and low risk of stress related health issues. thus aiming to provide a stress free environment the management of the

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

company should validate the neurogenetic profiling as one of the methods in recruiting the employees and to define the health benefits of each employees to adhere the provisions of genetic testing to address their stress which could ideally provide us the foundation to stress free company and necessary legal amendments should be made to address those issues.and would suggest that every company should adopt neurogenetic testing and profiling made mandatory.

References

- Alonso,p.,Moscoso,S.,Salgado,J.F.,Structured behavioral interview as a legal guarantee for ensuring equal employment opportunities for women: A meta-analysis,The European Journal of Psychology Applied to Legal Context 9 (2017) 15–23
- Buchanan,N.T.,Fitzgerald,L.F.,(2008).Effects of Racial and Sexual Harassment on Work and the Psychological Well-Being of African American Women.Journal of Occupational Health Psychology,2008, Vol. 13, No. 2, 137–151, Copyright 2008 by the American Psychological Association,1076-8998/08/\$12.00 DOI: 10.1037/1076-8998.13.2.137
- Cole,E.R.,(2009).Intersectionality and Research in Psychology.American Psychologist.
- © 2009 American Psychological Association 0003-066X/09/\$12.00 Vol. 64, No. 3, 170 – 180 DOI: 10.1037/a0014564
- Covington,S.,(2007).The Relational Theory of Women’s Psychological Development: Implications for the Criminal Justice System,Female Offenders: Critical Perspectives and Effective Interventions, 2nd Edition Ruth Zaplin.
- "Coolidge, F. L., Marle, P. D., Van Horn, S. A., & Segal, D. L. (2011). Clinical syndromes, personality disorders, and neurocognitive differences in male and female inmates. Behavioral sciences & the law, 29(5), 741-751.
- 'Eisenberger, N. I., & Lieberman, M. D. (2013). Why it hurts to be left out: The neurocognitive overlap between physical and social pain. In The social outcast (pp. 109127). Psychology Press.
- Fitzgerald,L.F.,Gelfand,M.G.,Drasgow,F.,(1995), Measuring Sexual Harassment: Theoretical and Psychometric Advances,BASIC AND APPLIED SOCIAL PSYCHOLOGY, 1995, 17(4), 425-445 Copyright © 1995, Lawrence Erlbaum Associates, Inc.
- Fitzgerald.L.,swan,s.,Fischer.K.,(1995)Why Didn't She Just Report Him?
- The Psychological and Legal Implications of Women's Responses to Sexual Harassment,Journal 4 Social Issues, Vol. 51, No, 1, , pp. 117-138
- Kulshrestha, N., & Nangia, R. (2019). Integration of Ethics in Performance Appraisal and Legal Aspects: Importance and Issues Emerges in the Organisation. International Journal of Research in Engineering. IT and Social Science, 9(3), 1-5.
- Khalil R, Moustafa AA, Moftah MZ and Karim AA (2017) How Knowledge of Ancient Egyptian Women Can Influence Today’s Gender Role: Does History Matter in Gender Psychology? Front. Psychol. 7:2053.doi: 10.3389/fpsyg.2016.02053
- Meier, Joan S. (1993) "Notes from the Underground: Integrating Psychological and Legal Perspectives on Domestic Violence in Theory and Practice," Hofstra Law Review: Vol. 21: Iss. 4, Article 4. Available at <https://scholarlycommons.law.hofstra.edu/hlr/vol21/iss4/4>
- Mora, M. N. (2019). How Law and Neuroscience became a new field of study. Bioethics Update, 5(2), 75-88.
- Gilliam.C.,(1914).In a Different Voice Psychological Theory and Women's Development,Harvard University Press, Cambridge, Massachusetts, pp . 24-39 .
- 'National Academies of Sciences, Engineering, and Medicine. (2018). The Neurocognitive and Psychosocial Impacts of Violence and Trauma.
- Nadelhoffer, T., Bibas, S., Grafton, S., Kiehl, K. A., Mansfield, A., Sinnott-Armstrong, W.,

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

- & Gazzaniga, M. (2012). Neuroprediction, violence, and the law: Setting the stage. *Neuroethics*, 5, 67-99.
- 'Parsons, J. R., Rodrigues, N. B., Sirianni, C. D., Roth, R. M., Fritz, P. A. T., & Erdodi, L. A. (2024). Neurocognitive profiles associated with remote history of sexual trauma. *Psychological Injury and Law*, 17(4), 344-370.
 - Sleath, E. and Bull, R. (2015) A brief report on rape myth acceptance: differences between police officers, law students, and psychology students in the United Kingdom.
 - Violence & Victims, volume 30 (1): 136-147.
 - Troth, A. C., & Guest, D. E. (2019). The case for psychology in human resource management research. *HUMAN RESOURCE MANAGEMENT JOURNAL*, 30(1), 34-48. Advance online publication.
 - <https://doi.org/10.1111/1748-8583.12237>
 - 'Fabian, J. M. (2010). Neuropsychological and neurological correlates in violent and homicidal offenders: A legal and neuroscience perspective. *Aggression and Violent Behavior*, 15(3), 209-223.
 - Farah, M. J., Illes, J., Cook-Deegan, R., Gardner, H., Kandel, E., King, P., ... & Wolpe, P. R. (2004). Neurocognitive enhancement: what can we do and what should we do?. *Nature reviews neuroscience*, 5(5), 421-425."Chicago
 - 'Farah, M. J. (2012). Neuroethics: the ethical, legal, and societal impact of neuroscience. *Annual review of psychology*, 63(1), 571-591.
 - García-López, E., Nombela, C., & Demetrio Crespo, E. (2025). Law and neuroscience: justice as a challenge for neurorights, neurolaw, and forensic psychology. *Frontiers in Psychology*, 16, 1615234.
 - Goodenough, O. R., & Tucker, M. (2010). Law and cognitive neuroscience. *Annual review of law and social science*, 6(1), 61-92.
 - 'Grillo, M. C., Pupcenoks, J., & Lyle, K. B. (2018). Handedness and the neurocognitive foundations of public attitudes about international laws and norms. *Politics and the life sciences*, 37(1), 1-15.
 - Jones, O. D., Jones, O. D., & Shen, F. X. (2011). Law and neuroscience in the United States. In *International neurolaw: A comparative analysis* (pp. 349-380). Berlin, Heidelberg: Springer Berlin Heidelberg.
 - Wiener, I. B., Otto, R. K., The handbook of forensic psychology, Copyright © 2013 by John Wiley & Sons, Inc. All rights reserved
 - Published by John Wiley & Sons, Inc., Hoboken, New Jersey Published simultaneously in Canada
 - 'Parent-Lamarche, A., & Saade, S. (2023). Interpersonal conflict and psychological wellbeing at work: the beneficial effects of teleworking and emotional intelligence. *International Journal of Conflict Management*, 35(3), 547-566.
 - Lastname, O. (2010). Online journal using DOI or digital object identifier. *Main Online Journal Name*, Vol#(Issue#), 159-192. doi: 10.1000/182
 - Lastname, W. (2009). If there is no DOI use the URL of the main website referenced. *Article Without DOI Reference*, Vol#(Issue#), 166-212. Retrieved from <http://www.example.com>
 - 'Lutz, A., Jha, A. P., Dunne, J. D., & Saron, C. D. (2015). Investigating the phenomenological matrix of mindfulness-related practices from a neurocognitive perspective. *American Psychologist*, 70(7), 632.
 - 'Morrison, G. E., Simone, C. M., Ng, N. F., & Hardy, J. L. (2015). Reliability and validity of the NeuroCognitive Performance Test, a web-based neuropsychological assessment. *Frontiers in psychology*, 6, 1652.
 - MENTAL HEALTH AND PSYCHOSOCIAL SUPPORT IN EMERGENCY SETTINGS IASC Reference Group on Mental Health And Psychosocial Support in Emergency Settings 2007
 - Memon, A. A., Vrij, A., & Bull, R. (2003). Psychology and law: Truthfulness, accuracy and credibility. John Wiley & Sons.
 - Endorsed by IASC Principals' Rachlin, H. (2005). What Müller's law of specific nerve energies says about the mind. *Behavior and Philosophy*, 41-54.
 - 'Servatius, R. J., Handy, J. D., Doria, M. J., Myers, C. E., Marx, C. E., Lipsky, R., ... & Tsao, J. W. (2017). Stress-related mental health symptoms in Coast Guard: incidence, vulnerability, and neurocognitive performance. *Frontiers in Psychology*, 8, 1513. 'Tortora, L., Meynen, G., Bijlsma, J., Tronci, E., & Ferracuti,

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

- S. (2020). Neuroprediction and ai in forensic psychiatry and criminal justice: A neurolaw perspective. *Frontiers in psychology*, 11, 220.
- Thite, Mohan, Budhwar, Pawan, Wilkinson, Adrian.,(2014).Global HR Roles and Factors Influencing Their Development: Evidence From Emerging Indian IT Services Multinationals,Human Resource Management,https://doi.org/10.1002/hrm.21621 .
 - 'Germar, M. (2025). The neurocognitive underpinnings of social influence. *Research Handbook on Social Influence*, 25-40.
 - Wiener, Richard L.; Bornstein, Brian H.; and Voss, Amy, "Emotion and the Law: A Framework for Inquiry"(2006). Faculty Publications, Department of Psychology. 181.
 - Forum, D. M. K. (2025). The significance of DNA methylation of the NR3C1 gene encoding the glucocorticoid receptor for developing resilience in individuals exposed to early life stress. [Journal name], [volume(issue)], pages.
 - Malekpour, M. (2023). Role of FKBP5 and its genetic mutations in stress-induced psychopathology. *Frontiers in Psychiatry*, [volume(issue)], pages.
 - Humphreys, K. L., et al. (2019). DNA methylation of HPA-axis genes and the onset of major depression in adolescent girls. *Translational Psychiatry*, 9, Article 351.
 - van der Knaap, L. J., et al. (2014). Glucocorticoid receptor gene (NR3C1) methylation in adolescents following stressful life events. *Translational Psychiatry*, 4, e347.
 - Scharf, S. H., Liebl, C., Binder, E. B., Schmidt, M. V., & Müller, M. B. (2011). Expression and regulation of the Fkbp5 gene in the adult mouse brain. *PLoS ONE*, 6(2), e16883.
 - Arancibia, M., et al. (2025). The rs1360780 variant of FKBP5: Genetic variation, stress regulation, and psychopathology. *Genes*, 16(3), 325.
 - Zhang, Y., Yue, W., & Li, J. (2024). The association of FKBP5 gene polymorphism with genetic susceptibility to depression and response to antidepressant treatment: A systematic review. *BMC Psychiatry*, 24, Article 274.
 - Mourtzi, N., et al. (2021). Glucocorticoid signalling and epigenetic alterations in the context of stress-related disorders. *International Journal of Molecular Sciences*, 22(11), 5964.
 - Lu, A. K. M., et al. (2022). DNA methylation signature of psychological resilience in trauma-exposed individuals: NR3C1 and FKBP5 among key genes. *Frontiers in Genetics*, 13, 1046700.
 - Grillo, A. R., et al. (2024). Examining hypothalamic–pituitary–adrenal axis genetic moderators in stress response: A multi-gene panel approach. *Stress and Health*, [volume(issue)], pages
 - Neurocognition and social cognition training as treatments for violence and aggression in people with severe mental illness. *CNS spectrums*, 25(2), pp.145-153.
 - Groves, S.J., Douglas, K.M., Milanovic, M., Bowie, C.R. and Porter, R.J., 2021. Systematic review of the effects of evidence-based psychotherapies on neurocognitive functioning in mood disorders. *Australian & New Zealand Journal of Psychiatry*, 55(10), pp.944-957.
 - Alyousef, S.M. and Alhamidi, S.A., 2024. Mental Health Nurses’ Clinical Experiences Among People with Age-Related Neurocognitive Impairment in Saudi Arabia: A Qualitative Study. *SAGE Open*, 14(4), p.21582440241297267.
 - Vincent, N.A., Nadelhoffer, T. and McCay, A. eds., 2020. *Neurointerventions and the law: regulating human mental capacity*. Oxford University Press.
 - Gkintoni, E., Vassilopoulos, S.P. and Nikolaou, G., 2025. Mindfulness-based cognitive therapy in clinical practice: A systematic review of neurocognitive outcomes and applications for mental health and well-being. *Journal of Clinical Medicine*, 14(5), p.1703.
 - Sullivan, K.A. and Theadom, A., 2017. Neurocognitive disorders. *Abnormal psychology in context: The Australian and New Zealand handbook*, p.243.
 - Meijers, J., Kuin, N.C., Scherder, E.J. and Harte, J.M., 2024. Characteristics of forensic psychiatric patients with a neurocognitive disorder. *BJPsych Open*, 10(3), p.e117.
 - Cronjé, H.M., 2025. *Assessment and Treatment of Neurocognitive Impairments among Forensic*

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

- Mental Health Inpatients* (Doctoral dissertation, Swinburne).
- McWilliams, A., Fleming, S.M., David, A.S. and Owen, G., 2020. The use of neuroscience and psychological measurement in England's court of protection. *Frontiers in psychiatry*, 11, p.570709.
 - Ekhtiari, H., Rezapour, T., Aupperle, R.L. and Paulus, M.P., 2017. Neuroscience-informed psychoeducation for addiction medicine: A neurocognitive perspective. *Progress in brain research*, 235, pp.239-264.
 - Comparelli, A., Corigliano, V., Montalbani, B., Nardella, A., De Carolis, A., Stampatore, L., Bargagna, P., Forcina, F., Lamis, D. and Pompili, M., 2022. Building a neurocognitive profile of suicidal risk in severe mental disorders. *BMC psychiatry*, 22(1), p.628.
 - Insel, T.R., 2017. Digital phenotyping: technology for a new science of behavior. *Jama*, 318(13), pp.1215-1216.
 - Lysaker, P.H. and Klion, R.E., 2017. *Recovery, meaning-making, and severe mental illness: A comprehensive guide to metacognitive reflection and insight therapy*. Routledge.
 - Abdullayeva, N., Mammadbayli, A. and Taghiyeva, M., 2025. Anxiety, depression and neurocognitive disorder among HIV-infected people in penitentiary institutions of Azerbaijan. *International Journal of Prison Health*, 21(2), pp.187-196.
 - Sommaggio, P., Mazzocca, M., Gerola, A. and Ferro, F., 2017. Cognitive liberty. A first step towards a human neuro-rights declaration. *BioLaw Journal*, 2017(3), pp.27-45.
 - Singham, T., Viding, E., Schoeler, T., Arseneault, L., Ronald, A., Cecil, C.M., McCrory, E., Rijdsdijk, F. and Pingault, J.B., 2017. Concurrent and longitudinal contribution of exposure to bullying in childhood to mental health: the role of vulnerability and resilience. *JAMA psychiatry*, 74(11), pp.1112-1119.
 - Kilian, S., Asmal, L., Suliman, S., Seedat, S. and Emsley, R., 2017. The relationship between neurocognitive functioning and metabolic syndrome (MetS) parameters and the interaction effect of cognitive insight in non-psychiatric individuals. *European Psychiatry*, 41(S1), pp.S180-S181.
 - Weider, S., Lærum, A.M., Evensen, K.A.I., Reitan, S.K., Lydersen, S., Brubakk, A.M., Skranes, J. and Indredavik, M.S., 2023. Neurocognitive function and associations with mental health in adults born preterm with very low birthweight or small for gestational age at term. *Frontiers in Psychology*, 13, p.1078232.
 - Singham, T., Viding, E., Schoeler, T., Arseneault, L., Ronald, A., Cecil, C.M., McCrory, E., Rijdsdijk, F. and Pingault, J.B., 2017. Concurrent and longitudinal contribution of exposure to bullying in childhood to mental health: the role of vulnerability and resilience. *JAMA psychiatry*, 74(11), pp.1112-1119.
 - O'Donnell, K.J. and Meaney, M.J., 2017. Fetal origins of mental health: the developmental origins of health and disease hypothesis. *American Journal of Psychiatry*, 174(4), pp.319-328.
 - Fett, A.K.J., Velthorst, E., Reichenberg, A., Ruggero, C.J., Callahan, J.L., Fochtmann, L.J., Carlson, G.A., Perlman, G., Bromet, E.J. and Kotov, R., 2020. Long-term changes in cognitive functioning in individuals with psychotic disorders: findings from the Suffolk County Mental Health Project. *JAMA psychiatry*, 77(4), pp.387-396.
 - Caspi, A., Houts, R.M., Ambler, A., Danese, A., Elliott, M.L., Hariri, A., Harrington, H., Hogan, S., Poulton, R., Ramrakha, S. and Rasmussen, L.J.H., 2020. Longitudinal assessment of mental health disorders and comorbidities across 4 decades among participants in the Dunedin birth cohort study. *JAMA network open*, 3(4), pp.e203221-e203221.
 - Cromby, J., Harper, D. and Reavey, P., 2017. *Psychology, mental health and distress*. Bloomsbury Publishing.
 - Kanchanatawan, B., Sirivichayakul, S., Thika, S., Ruxrungham, K., Carvalho, A.F., Geffard, M., Anderson, G., Noto, C., Ivanova, R. and Maes, M., 2017. Physio-somatic symptoms in schizophrenia: association with depression, anxiety, neurocognitive deficits and the tryptophan catabolite pathway. *Metabolic brain disease*, 32(4), pp.1003-1016.
 - Tortella, G.R., Seabra, A.B., Padrão, J. and Diaz-San Juan, R., 2021. Mindfulness and other simple neuroscience-based proposals to promote the

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

learning performance and mental health of students during the COVID-19 pandemic. *Brain sciences*, 11(5), p.552.

- Takeuchi, H., Thiyanavadevel, S., Fervaha, G. and Remington, G., 2017. Neurocognitive benefits of second-generation antipsychotics versus placebo: insufficient evidence based on a systematic review. *Journal of clinical psychopharmacology*, 37(2), pp.274-276.
- Leonhardt, B.L., Huling, K., Hamm, J.A., Roe, D., Hasson-Ohayon, I., McLeod, H.J. and Lysaker, P.H., 2017. Recovery and serious mental illness: a review of current clinical and research paradigms and future directions. *Expert Review of Neurotherapeutics*, 17(11), pp.1117-1130.
- Goodenough, O.R. and Tucker, M., 2010. Law and cognitive neuroscience. *Annual review of law and social science*, 6(1), pp.61-92.
- Liu, S., Müller, S., Dolan, R.J., Zhao, X., Zheng, J.C. and Heinz, A., 2021. Opportunities, risks and challenges in global mental health and population neuroscience: a case of Sino-German cooperation. *European Archives of Psychiatry and Clinical Neuroscience*, 271(6), pp.1027-1034.

-
- ⁱ See ChatGPT (GPT-5), Comparative Analysis of Stress-Response Gene Variants and Stress Predisposition Indices from MedGenome Clinical DNA Reports (OpenAI, Nov. 12, 2025), <https://chat.openai.com/>

- ⁱⁱ See ChatGPT (GPT-5), Comparative Analysis of Stress-Response Gene Variants and Stress Predisposition Indices from MedGenome Clinical DNA Reports (OpenAI, Nov. 12, 2025), <https://chat.openai.com/>.

- ⁱⁱⁱ See ChatGPT (GPT-5), Comparative Analysis of Stress-Response Gene Variants and Stress Predisposition Indices from MedGenome Clinical DNA Reports (OpenAI, Nov. 12, 2025), <https://chat.openai.com/>.

-

ANNEXURE

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

MedGenome Labs Ltd.

Sy. Nos. 94/1C and 94/2, Tower 1, Ground Floor, Veerasandra Village, Attibele Hobli, Electronic City Phase-1, Electronics City, Bangalore, Bangalore South, Karnataka, India, 560100.
Tel : 1800 296 9696, Web: www.medgenome.com



Total reads aligned (%)	99.99
Reads that passed alignment (%)	87.66
Data \geq Q30 (%)	98.51

[§]The classification of the variants is done based on American College of Medical Genetics as described below [PMID:[25741868](https://pubmed.ncbi.nlm.nih.gov/25741868/)] and strength based evidence(s). Details will be given upon request.

Variant	A change in a gene. This could be disease causing (pathogenic) or not disease causing (benign).
Pathogenic	A disease-causing variant in a gene which can explain the patient's symptoms has been detected. This usually means that a suspected disorder for which testing had been requested has been confirmed.
Likely Pathogenic	A variant which is very likely to contribute to the development of disease however, the scientific evidence is currently insufficient to prove this conclusively. Additional evidence is expected to confirm this assertion of pathogenicity.
Variant of Uncertain Significance	A variant has been detected, but it is difficult to classify it as either pathogenic (disease causing) or benign (non-disease causing) based on current available scientific evidence. Further testing of the patient or family members as recommended by your clinician may be needed. It is probable that their significance can be assessed only with time, subject to availability of scientific evidence.

[#]The transcript used for clinical reporting generally represents the canonical transcript (MANE Select), which is usually the longest coding transcript with strong/multiple supporting evidence. However, clinically relevant variants annotated in alternate complete coding transcripts could also be reported.

Variants annotated on incomplete and nonsense mediated decay transcripts will not be reported.

[#]The *in-silico* predictions are based on Variant Effect Predictor (v109), [SIFT version - 5.2.2; PolyPhen - 2.2.2; LRT version (November, 2009); CADD (v1.6); Splice AI; dbNSFPv4.2] and MutationTaster2 predictions are based on NCBI/Ensembl 66 build (GRCh38 genomic coordinates are converted to hg19 using UCSC LiftOver and mapped to MT2).

Diseases databases used for annotation includes ClinVar (updated on 20250227), OMIM (updated on 20052025), HGMD (v2024.4), LOVD (Nov-18), DECIPHER (population CNV) and SwissVar.

LIMITATIONS

- Genetic testing is an important part of the diagnostic process. However, genetic tests may not always give a definitive answer. In some cases, testing may not identify a genetic variant even though one exists. This may be due to limitations in current medical knowledge or testing technology. Accurate interpretation of test results may require knowing the true biological relationships in a family. Failing to accurately state the biological relationships in {my/my child's} family may result in incorrect interpretation of results, incorrect diagnoses, and/or inconclusive test results.
- Test results are interpreted in the context of clinical findings, family history and other laboratory data. Only variants in genes potentially related to the proband's medical condition are reported. Rare polymorphisms may lead to false negative or positive results. Misinterpretation of results may occur if the information provided is inaccurate or incomplete.
- Specific events like copy number variants, translocations, repeat expansions and chromosomal rearrangements may not be reliably detected with targeted sequencing. Variants in untranslated region, promoters and intronic variants are not assessed using this method.
- Genetic testing is highly accurate. Rarely, inaccurate results may occur for various reasons. These reasons include, but are not limited to: mislabeled samples, inaccurate reporting of clinical/medical information, rare technical errors

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

MedGenome Labs Ltd.

Sy. Nos. 94/1C and 94/2, Tower 1, Ground Floor, Veerasandra Village, Attibele Hobli, Electronic City Phase-1, Electronics City, Bangalore, Bangalore South, Karnataka, India, 560100.
Tel : 1800 296 9696, Web: www.medgenome.com



DNA TEST REPORT - MEDGENOME LABS

Full Name / Ref No:	GIRIJA ANIL KUMAR	Order ID/Sample ID:	1458644/9415294
Gender:	Female	Sample Type:	Blood
Date of Birth / Age:	51 years	Date of Sample Collection:	24 th September 2025
Referring Clinician:	Dr. Asha Sundaram, Saveetha School of Law, Chennai	Date of Sample Receipt:	25 th September 2025
		Date of Order Booking:	25 th September 2025
		Date of Report:	11 th November 2025
Test Requested:	Whole Exome Sequencing		

CLINICAL DIAGNOSIS / SYMPTOMS / HISTORY

Ms. Girija Anil Kumar is suspected to harbour mutations in *CRHR1*, *CRHR2*, *NR3C1*, *FKBP5*, *SLC6A4 (5-HTTLPR)*, *MAOA*, *BDNF*, *COMT*, *TPH2* genes and has been evaluated for pathogenic variations.

RESULTS

NO PATHOGENIC OR LIKELY PATHOGENIC VARIANTS CAUSATIVE OF THE REPORTED PHENOTYPE WERE DETECTED

VARIANT INTERPRETATION AND CLINICAL CORRELATION

No significant variant(s) for the given clinical indications that warrants to be reported was detected.

There are no clinically relevant variants in coding region and exon-intron boundaries of in *CRHR1*, *CRHR2*, *FKBP5*, *SLC6A4 (5-HTTLPR)*, *MAOA*, *BDNF*, *COMT*, *TPH2* genes and the genes are 100% covered.

ADDITIONAL INFORMATION

- A heterozygous nonsense variant in the *HTRA1* gene (c.1120G>T, p.Gly374Ter) has been detected in this assay. Kindly correlate clinically.
- A heterozygous variant (p.Ala49Val; c.146C>T) in the *NR3C1* gene was also detected in this assay. However, it has high MAF.
- No significant SNV(s)/INDELS or CNV(s) that warrants to be reported were detected. All the genes covered in this assay have been screened for the given clinical indications. To view the coverage of all genes [Click here](#). NGS test methodology details of this assay are given in the appendix.
- With regard to ACMG recommendations for reporting of incidental findings in clinical exome and genome sequencing (PMID: [35802134](#); ACMG SF v3.1), we report significant pathogenic and/ or likely pathogenic variants in the recommended genes for the recommended phenotypes, only if informed consent is given by the patient.
- Please write an email to genetic.counseling@medgenome.com in case you need assistance for genetic counselling. For any further technical queries please write an email to techsupport@medgenome.com

RECOMMENDATIONS

- Genetic counselling is advised.

Page 1 of 5

Name/Sample ID: Girija Anil Kumar/9415294



Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

MedGenome Labs Ltd.

Sy. Nos. 94/1C and 94/2, Tower 1, Ground Floor, Veerasandra Village, Attibele Hobli, Electronic City Phase-1, Electronics City, Bangalore, Bangalore South, Karnataka, India, 560100.
Tel : 1800 296 9696, Web: www.medgenome.com



DNA TEST REPORT - MEDGENOME LABS

Full Name / Ref No:	PROF DR. ASHA SUNDARAM	Order ID/Sample ID:	1458742/9415283
Gender:	Female	Sample Type:	Blood
Date of Birth / Age:	48 years	Date of Sample Collection:	24 th September 2025
Referring Clinician:	Dr. Asha Sundaram, Saveetha School of Law - Chennai,	Date of Sample Receipt:	25 th September 2025
		Date of Order Booking:	25 th September 2025
		Date of Report:	11 th November 2025
Test Requested:	Whole exome sequencing (80-100x)[Extended TAT]		

CLINICAL DIAGNOSIS / SYMPTOMS / HISTORY

Prof Dr. Asha Sundaram is suspected to be harbor mutations in *CRHR1*, *CRHR2*, *NR3C1*, *FKBP5*, *SLC6A4*, *MAOA*, *BDNF*, *COMT*, *TPH2* genes and has been evaluated for pathogenic variations.

RESULTS

NO PATHOGENIC OR LIKELY PATHOGENIC VARIANTS CAUSATIVE OF THE REPORTED PHENOTYPE WERE DETECTED

VARIANT INTERPRETATION AND CLINICAL CORRELATION

No significant variant(s) for the given clinical indications that warrants to be reported was detected.

There are no clinically relevant variants in coding region and exon-intron boundaries of *CRHR1*, *CRHR2*, *NR3C1*, *FKBP5*, *SLC6A4*, *MAOA*, *BDNF*, *COMT*, *TPH2* genes and the genes are 100% covered.

ADDITIONAL INFORMATION

- No significant SNV(s)/INDELS or CNV(s) that warrants to be reported were detected. All the genes covered in this assay have been screened for the given clinical indications. To view the coverage of all genes [Click here](#). NGS test methodology details of this assay are given in the appendix.
- With regard to ACMG recommendations for reporting of incidental findings in clinical exome and genome sequencing (PMID: [35802134](#); ACMG SF v3.1), we report significant pathogenic and/ or likely pathogenic variants in the recommended genes for the recommended phenotypes, only if informed consent is given by the patient.
- Please write an email to genetic.counseling@medgenome.com in case you need assistance for genetic counselling. For any further technical queries please write an email to techsupport@medgenome.com

RECOMMENDATIONS

- Genetic counselling is advised.

Page 1 of 5

Name/Sample ID: Prof Dr. Asha Sundaram/9415283



Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

MedGenome Labs Ltd.

Sy. Nos. 94/1C and 94/2, Tower 1, Ground Floor, Veerasandra Village, Attibele Hobli, Electronic City Phase-1, Electronics City, Bangalore, Bangalore South, Karnataka, India, 560100.
Tel : 1800 296 9696, Web: www.medgenome.com



295	122.91	0.3	99.66	99.45
-----	--------	-----	-------	-------

Total data generated (Gb)	11.05
Total reads aligned (%)	99.99
Reads that passed alignment (%)	87.18
Data \geq Q30 (%)	98.50

§The classification of the variants is done based on American College of Medical Genetics as described below [PMID:25741868] and strength based evidence(s). Details will be given upon request.

Variant	A change in a gene. This could be disease causing (pathogenic) or not disease causing (benign).
Pathogenic	A disease causing variant in a gene which can explain the patient's symptoms has been detected. This usually means that a suspected disorder for which testing had been requested has been confirmed.
Likely Pathogenic	A variant which is very likely to contribute to the development of disease however, the scientific evidence is currently insufficient to prove this conclusively. Additional evidence is expected to confirm this assertion of pathogenicity.
Variant of Uncertain Significance	A variant has been detected, but it is difficult to classify it as either pathogenic (disease causing) or benign (non-disease causing) based on current available scientific evidence. Further testing of the patient or family members as recommended by your clinician may be needed. It is probable that their significance can be assessed only with time, subject to availability of scientific evidence.

#The transcript used for clinical reporting generally represents the canonical transcript (MANE Select), which is usually the longest coding transcript with strong/multiple supporting evidence. However, clinically relevant variants annotated in alternate complete coding transcripts could also be reported.

Variants annotated on incomplete and nonsense mediated decay transcripts will not be reported.

#The *in-silico* predictions are based on Variant Effect Predictor (v109), [SIFT version - 5.2.2; PolyPhen - 2.2.2; LRT version (November, 2009); CADD (v1.6); Splice AI; dbNSFPv4.2] and MutationTaster2 predictions are based on NCBI/Ensembl 66 build (GRCh38 genomic coordinates are converted to hg19 using UCSC LiftOver and mapped to MT2).

Diseases databases used for annotation includes ClinVar (updated on 20250227), OMIM (updated on 20052025), HGMD (v2024.4), LOVD (Nov-18), DECIPHER (population CNV) and SwissVar.

LIMITATIONS

- Genetic testing is an important part of the diagnostic process. However, genetic tests may not always give a definitive answer. In some cases, testing may not identify a genetic variant even though one exists. This may be due to limitations in current medical knowledge or testing technology. Accurate interpretation of test results may require knowing the true biological relationships in a family. Failing to accurately state the biological relationships in (my/my child's) family may result in incorrect interpretation of results, incorrect diagnoses, and/or inconclusive test results.
- Test results are interpreted in the context of clinical findings, family history and other laboratory data. Only variants in genes potentially related to the proband's medical condition are reported. Rare polymorphisms may lead to false

Page 3 of 5

Name/Sample ID: Prof Dr. Asha Sundaram/9415283



Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

MedGenome Labs Ltd.

Sy. Nos. 94/1C and 94/2, Tower 1, Ground Floor, Veerasandra Village, Attibele Hobli, Electronic City Phase-1, Electronics City, Bangalore, Bangalore South, Karnataka, India, 560100.
Tel : 1800 296 9696, Web: www.medgenome.com



- The sensitivity of NGS assay to detect copy number variants (CNV) is 70-75%. We recommend discussing alternative testing methodology options with MedGenome Tech Support (techsupport@medgenome.com) as required. In case clinician is suspecting CNV as an important genetic etiology, alternate tests like microarray/ MLPA or qPCR may be considered after discussing with the MedGenome TechSupport team.

Sandhya Nair, Ph.D
Sr. Manager -
Variant Interpretation

Balaji Rajashekar, Ph.D
Director - Clinical Bioinformatics

Dr. Sheeba Farooqui, MBBS, DNB (Ob Gyn), DM (Medical Genetics)
Consultant - Clinical Geneticist

APPENDIX

TEST METHODOLOGY

Targeted gene sequencing: Selective capture and sequencing of the protein coding regions and clinically relevant in the genome is performed. Variants identified in the exonic regions and splice-site are generally actionable compared to variants that occur in non-coding regions. Targeted sequencing represents a cost-effective approach to detect variants present in multiple/large genes in an individual.

DNA extracted from blood was used to perform targeted gene capture using a custom capture kit. The libraries were sequenced to mean depth of >80-100X on Illumina sequencing platform. We follow the GATK best practices framework for identification of germline variants in the sample using Sentieon [Sentieon]. The sequences obtained are aligned to human reference genome (GRCh38) using BWA aligner [Sentieon, PMID:[20080505](https://pubmed.ncbi.nlm.nih.gov/20080505/)] and analyzed using Sentieon for removing duplicates, recalibration and re-alignment of indels [Sentieon]. Sentieon haplotype caller is then used to identify variants in the sample. The germline variants identified in the sample is deeply annotated using VarIMAT pipeline. Gene annotation of the variants is performed using VEP program [PMID: [20562413](https://pubmed.ncbi.nlm.nih.gov/20562413/)] against the Ensembl release 104 human gene model [PMID: [34791404](https://pubmed.ncbi.nlm.nih.gov/34791404/)]. In addition to SNVs and small Indels, copy number variants (CNVs) are detected from targeted sequence data using the ExomeDepth method [PMID: [22942019](https://pubmed.ncbi.nlm.nih.gov/22942019/)]. This algorithm detects CNVs based on comparison of the read-depths in the sample of interest with the matched aggregate reference dataset.

Clinically relevant mutations in both coding and non-coding regions are annotated using published variants in literature and a set of diseases databases : ClinVar, OMIM, HGMD, LOVD, DECIPHER (population CNV) and SwissVar [PMID: [26582918](https://pubmed.ncbi.nlm.nih.gov/26582918/), [18842627](https://pubmed.ncbi.nlm.nih.gov/18842627/), [28349240](https://pubmed.ncbi.nlm.nih.gov/28349240/), [21520333](https://pubmed.ncbi.nlm.nih.gov/21520333/), [19344873](https://pubmed.ncbi.nlm.nih.gov/19344873/), [20106818](https://pubmed.ncbi.nlm.nih.gov/20106818/)]. Common variants are filtered based on allele frequency in 1000Genome Phase 3, gnomAD (v3.1 & 2.1.1), dbSNP (GCF_000001405.38), 1000 Japanese Genome, TOPMed (Freeze_8), Genome Asia, and our internal Indian population database (MedVarDb v4.0) [PMID: [26432245](https://pubmed.ncbi.nlm.nih.gov/26432245/), [32461613](https://pubmed.ncbi.nlm.nih.gov/32461613/), [11125122](https://pubmed.ncbi.nlm.nih.gov/11125122/), [26292667](https://pubmed.ncbi.nlm.nih.gov/26292667/), [33568819](https://pubmed.ncbi.nlm.nih.gov/33568819/), [31802016](https://pubmed.ncbi.nlm.nih.gov/31802016/)]. Non-synonymous variants effect is calculated using multiple algorithms such as PolyPhen-2, SIFT, MutationTaster2 and LRT. Clinically significant variants are used for interpretation and reporting.

Average sequencing depth (x)	Average on-target sequencing depth (x)	Percentage target base pairs covered		
		0x	≥5x	≥20x



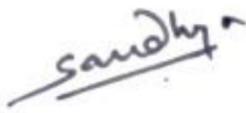
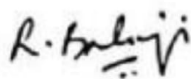

Genome-Based Insights into Personality and Stress: A Neurogenetic Framework for Women-Centric HR Policies in Legal Psychology”

MedGenome Labs Ltd.

Sy. Nos. 94/1C and 94/2, Tower 1, Ground Floor, Veerasandra Village, Attibele Hobli, Electronic City Phase-1, Electronics City, Bangalore, Bangalore South, Karnataka, India, 560100.
Tel : 1800 296 9696, Web: www.medgenome.com



- The sensitivity of NGS assay to detect copy number variants (CNV) is 70-75%. We recommend discussing alternative testing methodology options with MedGenome Tech Support (techsupport@medgenome.com) as required. In case clinician is suspecting CNV as an important genetic etiology, alternate tests like microarray/ MLPA or qPCR may be considered after discussing with the MedGenome TechSupport team.

		
Sandhya Nair, Ph.D Sr. Manager - Variant Interpretation	Balaji Rajashekar, Ph.D Director - Clinical Bioinformatics	Dr. Sheeba Farooqui, MBBS, DNB (Ob Gyn), DM (Medical Genetics) Consultant - Clinical Geneticist

APPENDIX

TEST METHODOLOGY

Targeted gene sequencing: Selective capture and sequencing of the protein coding regions and clinically relevant in the genome is performed. Variants identified in the exonic regions and splice-site are generally actionable compared to variants that occur in non-coding regions. Targeted sequencing represents a cost-effective approach to detect variants present in multiple/large genes in an individual.

DNA extracted from blood was used to perform targeted gene capture using a custom capture kit. The libraries were sequenced to mean depth of >80-100X on Illumina sequencing platform. We follow the GATK best practices framework for identification of germline variants in the sample using Sentieon [Sentieon]. The sequences obtained are aligned to human reference genome (GRCh38) using BWA aligner [Sentieon, PMID:20080505] and analyzed using Sentieon for removing duplicates, recalibration and re-alignment of indels [Sentieon]. Sentieon haplotype caller is then used to identify variants in the sample. The germline variants identified in the sample is deeply annotated using VariMAT pipeline. Gene annotation of the variants is performed using VEP program [PMID: 20562413] against the Ensembl release 104 human gene model [PMID: 34791404]. In addition to SNVs and small Indels, copy number variants (CNVs) are detected from targeted sequence data using the ExomeDepth method [PMID: 22942019]. This algorithm detects CNVs based on comparison of the read-depths in the sample of interest with the matched aggregate reference dataset.

Clinically relevant mutations in both coding and non-coding regions are annotated using published variants in literature and a set of diseases databases : ClinVar, OMIM, HGMD, LOVD, DECIPHER (population CNV) and SwissVar [PMID: 26582918, 18842627, 28349240, 21520333, 19344873, 20106818]. Common variants are filtered based on allele frequency in 1000Genome Phase 3, gnomAD (v3.1 & 2.1.1), dbSNP (GCF_000001405.38), 1000 Japanese Genome, TOPMed (Freeze_8), Genome Asia, and our internal Indian population database (MedVarDb v4.0) [PMID: 26432245, 32461613, 11125122, 26292667, 33568819, 31802016]. Non-synonymous variants effect is calculated using multiple algorithms such as PolyPhen-2, SIFT, MutationTaster2 and LRT. Clinically significant variants are used for interpretation and reporting.

Average sequencing depth (x)	Average on-target sequencing depth (x)	Percentage target base pairs covered		
		0x	≥ 5x	≥ 20x
277	111.21	0.3	99.65	99.37
Total data generated (Gb)		10.38		

