
ADVOCACY AND RESILIENCE: PSYCHOLOGICAL AND LEGAL DIMENSIONS ON HR POLICIES FOR WOMEN MENTAL HEALTH IN FINANCE MNC AND GOVERNMENT SECTORS IN CHENNAI

SURYA.S.^{1*}, DR. ASHA SUNDARAM^{2*}, DR. THANGAMAYAN³

¹ DEPARTMENT OF LAW PHD SCHOLAR, SAVEETHA SCHOOL OF LAW, SIMATS, CHENNAI, INDIA
EMAIL: 162513003.ssl@saveetha.com

² DEPARTMENT OF LAW PRINCIPAL AND PROFESSOR, SAVEETHA SCHOOL OF LAW, SIMATS, CHENNAI, INDIA
EMAIL: lawdirector@saveetha.com

³ DEPARTMENT OF LAW ASSOCIATE PROFESSOR, SAVEETHA SCHOOL OF LAW, SIMATS, CHENNAI, INDIA
EMAIL: thangamayans.ssl@saveetha.com

Abstract— The general aspect of prejudicing the role of psychology in legal arena in organizations, HR policies, aspect of management strategies and its deployment with psychological legal laws seems not impact-able. The research aims to explain and identify the measures to determine the drawback and incompatibility of psychology and law in HR policies for women employees in Multinational and national companies in Chennai. There are several procedures adopted to resolve conflicts of disputes, there has no proper attention given to people who are the reasons for causes of conflicts. The study focuses on people who directly or indirectly influenced by the conflicts resulting in victim and face mental emotional instability and employees who do feel the stress with working culture and environment instability needs a vital support and gratitude towards determining how the research proposes the Seetha theory(safety, equality, ethical, tranquillity, humanity and awareness) framework aims to enhance emotional balance and mental health stability in work place. The psychological factors causing the conflicts are ignored and not considered for conflict resolution. The study recommends to have a psychologist (by psychometric tools) and a lawyer to ensure legal policy seeth (safety, equality, tranquillity, ethnical and humanity) framework. The guidelines suggested may address those issues of conflict and mental health disparities faced by employees and woman at very earlier stage of conflict resolution.

Keywords— Psychology SEETHA framework, Law, Mental health, legal compliance, human value, Legal psychology, medical ethics

I. INTRODUCTION

The percentage of crime towards employees, especially women's in working places, educational institutions etc. has been raised for past two decades. EY employee suicides in Mumbai, young McKinsey consultant commits suicide due to work pressure in year 2024, shark tank India fired 100 employees through mail, the Hindu stated that the all employees under age 25 in MNC companies feels stress, anxiety and work pressure in the state of emotional well-being report 2024, Biju's crisis: employee face with financial distress and emotional trauma, Covid 19 pandemic triggers 25% anxiety and depression worldwide. Bajaj finance employee died by suicide due to mental harassment which rise a question in us whether the aspect of mental peace wellbeing has been given any priority. The study recommends having judicial system and HR policies in psychological factors causing the conflicts are not considered for conflict resolution. The need to determine policies and psychological support with legal guidelines considering emotions resulting from insecurity, distress, depression and violence arising and aspects of the loss of self-respect and dignity in the societal status resulting from lack of psychological support in HR policies in work place possess a question of reconsidering the HR policies and legal framework and Need a new implementation of psychological law guidance that can enhance the emotional and mental health being of employees.

To consider Maslow's hierarchy of needs pyramid, we could say that the basic need of any human being is placed to stay, eat, have some good education and family support with social recognition and to thrive for status with morality and finally self-realizations of world with normal living being of satisfaction. but in the current context of society we could see that women's and employees either way don't feel the security and peaceful living and

are in disguise because of the no proper attention given to the emotional stress and instability and there are law and policies that are not effective towards supporting during cause of mental health of employees in the course of time towards employment and working culture .The seem to be a threat which are faced by the employees mind peacefulness. This emotional pandemic seems more threatening than the cancer disease, which poison us slowly and steadily. Hence to decide the solution to this emotional pandemic there is a need to emphasize, consider and implement a legal psychological Seetha framework which could prevail safety measure through Seetha framework.

II. LITERATURE REVIEW

1.1.1 Psychology And Emergence Of Law For Mental Health

In general, psychology deals with branches of the human brain functioning in both terms of tangible and intangible way. With tangible factors of psychology, it mainly deals with brain functions, the brain parts right brain that saves memories and left brain that saves decisions skills the intangible branch of psychology values emotions, it knows sadness, happiness anger, common sense, conflicts etc. Either to understand the psychology and its branches , it has been broadly classified as the cognitive psychology, neuro psychology, criminal psychology, counselling psychology, clinical psychology, all the branches of psychology deals with the main objective that is to analyse how human brain reacts with the environment either in happiness or in sadness, TO acknowledge the due diligence of brain functioning we could state that the brain determines its action based on stimuli, the sense, decision making capabilities and emotional stability

The brain perceives its signals through physical touch called stimulus, where that signals will be carried to central nervous system in the form of signal transmission, and it will be sensed and presented in the conscious mind and create emotions and respond that with actions by it's Decision making capabilities The main core objective of brain is to decide which is a better aspect of result that could be well suited for human beings' future and present with Emotional stability helps the brain to work better and productive that improves human health and well-being. These four factors that directly or indirectly influence the brain activities.

The psychology seems to be emerged from all this basic key factors of brain functions that could either be defined in positive manner or the negative manner to consulate. the impact of the behaviour of humans towards the various circumstances human tend to get influenced by undergo various emotional factors such as stress, depression, anxiety, emotional instability with fear. The socio-economic factor when influenced by along with psychological factors which could influence a person to do crimes and do illegal activities. The individual tries to safeguard the emotional stance of vulnerability through Lack of these support leads to development of deviant character making a person to commit crime. Hence adopting with cognitive and neuro psychology approach to guide and support people in distress can help in determining the effectivity of how the decision-making ability of human can be utilized to avoid wrong decisions.

A proper counselling could help in enhancing the stress and anxiety of humans towards their emotional instability and stress and conflict management. The Criminal psychology came as an aspect to determine the crime or illegal actions done by the concerned human, when the loss of property, people and even the victim has undergone violence. The emotions faced by the innocent victim and distress arising from his innocence is variable of type 2 error where the wrong person has been facing the punishment emotionally distress even with no intention to cause crime seems is unacceptable, hence the criminology falls the realm of the person who committed crime. and studying there emotional context could help us in deriving the legal psychological guidelines this will help the person to stop from committing the crimes there is no HR policies even today which deals with aspect of human psychological health management, has been laid to address the social cause of crimes in emotional context in the broader aspect towards employee emotional stability and security.to overlook the current judicial systems considering both national and international law the decimation of how the antecedents of law and psychology in the relied manner of psychological laws presence could help us in determining the future place of earth a better place the importance of emotional support and psychological intelligence is very much required to set a compatible foundational legal framework that could help to analyse the stress that could help us in determining the emotional intelligence of humans at thinking of we could provide a psychological and legal framework safe with considering the emotional health and ethical laws of mental health. The basic drawbacks of not considering the emotions of the employees. The Hr policies should have the framework to analyse the emotional health in a workplace employees should also be counselled to regulate the psycho legal quotient along with other factors like Self-awareness: The aspect of knowing self, the emotions are inter related The aspect of knowing how a person behave when he is in circumstances of being sad, happy, angry, anxious or even fearful just acknowledging the emotions can make us note the aspect of asking ourselves why? and we need to regulate the emotions of ourselves or a person and the employees should be properly counselled . the employee surroundings need to support the aspect of emotional imbalance.

- Psychological quotient Emotional quotient-Emotions are subjective towards the determination of Guna's a human being possess within himself that relates of Satva, tamas, rajas .Guna's has influenced the behaviours of the human under different circumstances with subject to whatever the environment may be. The way he handles the emotions plays a role of priority. towards defining the emotions in cognitive and neuro psychological imbalance
- Intellectual quotient': This quotient is all about what are the skills acquired through education or experience, determining the negative and positive impact of decision making, controlling emotions, developing confidence. This quotient is known as intellectual quotient
- Mindful mapping- The way we find ourselves with mind correlation of time management that need mind decisions that can coherently be imminent with cognitive psychological skills. The mindful mapping could empathize the way the human mind could determine the actions it has curated with in a day. The people he or she has met and communicated and the influence in decision making. A person finds himself to correlate with mind connection of time management is directly to relate them with cognitive psychological skills¹.
Heart-full mapping: To ensure and enhance clarity of thought, the heart should be relaxed revising the emotional baggage and the causes of emotions could be enhanced deciding to make with emotional stability²
- Law quotient: from the literature we could find that there has not much research done to add upon the law quotient that correlate the psychological factors such as emotional, intellectual quotient mindful and heart-full mapping. The researcher proposes a law and psychology quotient in addition to intellectual quotient in Human Resources policies to bring more psychological aspects to regulations in HR management

1.1.2 Equation Of Law And Psychology

It is the addition of psychological quotient (pq)+ intellectual quotient (iq)+law quotient(lq) = Legal psychology framework (lpf)

IQ+PQ+LQ=LPF

The equation above states the combination of intellectual, psychological and legal quotient could give us the legal and psychological guidelines for human under emotional stress and mental health imbalance which the later quotient law need its role to access the both psychology and intellectual ability of person can determine the policies towards providing a sustainable environment to mitigate the conflicts and disputes that has been caused in very early stage of problems and identifying the root cause of conflicts can help in providing the general solutions to it in very early stage with proper psychologists and legal consultant in any working environment. The literature we could review that human emotions and psychology has been in terms of concerns of conflict , where the legal intelligence quotient and human natural psychological intelligence feel contradicting and conflicting due to which there should be more concern given to legal quotient based psychological tools and human emotional values that can implement the positive aspect of human friendly compatibility seeth framework in every organization from director to all stakeholders that make the process of business ease and finite factors that has direct impact with legal intelligence quotient are

- a) Regulation- Protestant judges and judicial systems
- b) political climate judicial institution
- c) mental integrity, neuronitis
- d) attitudes, the religion, Protestant decisions
- e) Human psychology- clinical applications to the legal system
- f) psychometric methods -cultures" of psychology
- g) Cognitive and Psychology, Public Policy, and Law (PPPL)

The dependency of judicial systems and judges seems to be validating with the retrospective notations of how the psychological legal quotient could enhance the variability of emotional security the human could have at the time of unwilful actions and situations, a political climate and its judgement based on the political influence at the current context could invariably determine the power as the one of the factor that would support the actions of criminal deliberation of human mind to encounter crimes and unwilful act towards other humans hence the aspect of implementation of neuro psychology of human plays a crucial role in making the brain work towards

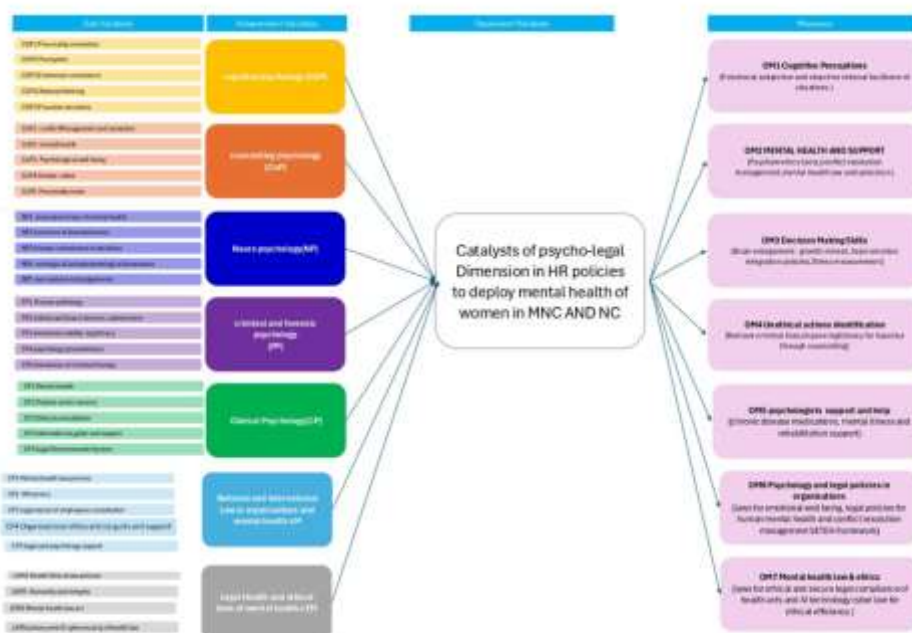
¹ **Mind-full mapping:** classification framework of mindfulness practices, helps in deciding the cognitive perceptions towards mind having faced with the present situations and the other considering the past experiences and incidents restored in cognitive base as memories. The mapping of both the situations present and past is termed as mindful mapping.

² **Heart Math:** Theory and Praxis the Heart Math paradigm began as theory and praxis-based emotions which as metaphysical and psychological conditions. Heart Math's connection with the mind map has the variable of fluctuations with heart rate that could directly or indirectly influence the health and heartbeat rate which can change based on emotional context of heart and mind and vice versa.

emotional handling of the situations based scenarios which can either way determine the legal and psychological support to humans under distress and anxious of feeling burdened with unwanted fear and emotions. Towards the human emotional cognitions there determines the attitude of the person who could deliberate the way he thinks and how he thinks towards his peer action and his actions that led towards the conflicts hence the ration of cognitive and neuro psychology plays a crucial role in determination of how a human under depression and stress can be handled with counselling psychology where he or she can be addressed with the conflicting issues that can be further determine with psychometric tools and guidance from psychologists could enhance the way he perceives the situations of distress. Further if the concerned conflict haven't found any change there is the need for clinical psychology where the person can be prescribed with medical prescription to resolve the mental illness and with ethics being in to consideration the mental health ethics and law enforcement need a guidance of health act privacy towards implementing a guidelines to addition the legal and psychological aspects to address the emotional distress faced by the employees in the organizations and to facilitate the seeth framework to impose the ethical law guidelines to safeguard the emotional integrity of humans in the organisations. Considering the MNC we could further implement the psychology, public policy and law (pppl) for the direct considerations of international law related to psychology for women and employees in organizations as the three exist the variance in cultural and ethnographical background which are subjective towards individual emotions and psychological traumas a human faced from his or her past that could entail to conflict causing notations , hence the need for protestant judges and judicial systems should formulate the legal and psychological regulations towards employee mental health with considerations of primary causes of it and addressing it by setting up new laws and seeth framework of hcnplc(Human cognitive neuro psychological legal committee) to address the mental health related issues by law psychologists of the concerned organizations.

2. RESEARCH FRAMEWORK

The figure represents the catalysts variables that have influenced the deployment of psychological mental health of women and employees in MNC and NC are through adoption of cognitive and neuro psychological psychiatric the research framework has been idealized to deteriorate the dependent and independent factors that could diverse the measurable factors towards psychological tools to enhance the emotional stability within the employees in the organizations, in the wider picture the dependence of each variables like cognitive psychology, & clinical psychology, counselling psychology & neuro and criminal psychology are contradicting with each other the correlation between each measurable variables can determine the impact of dependent variables towards the independent variable , here the dependent variables as mentioned above in contradicting terms has been either



way deploy the psychological law framework with measurable variables **FIGURE1: THE CONCEPTUAL FRAMEWORK OF PSYCHO LEGAL DIMENSIONS OF HR POLICIES**

like cognitive perception, mental health support, inculcating decision making skills and determining the criminal acts of humans and making a reliable psychological policies that regulate the present mental health ethics. The process of modelling the research of psychological legal framework demands the role of psychological law stability in framing a hcnplc (Human cognitive neuropsychological legal committee) where there requires a psychologist exiled in counselling and a lawyer with psychologist skills who can handle the aspect of mental trauma faced by employees and women in terms of stress, anger, violence, sexual harassment and work culture failure.

2.1 Design/ methodology /approach

The research methodology that could be idealized with addition to research framework explains the role and influence of psychology and law in HR policies. This is to measure the reliability to ensure the psychological support that we try to inject in legal landscape of mental health act and organization law and HR policies this method both empirical and non-empirical research, this method has adopted the positive school of taught that enhance the collection of data and samples through literature review, questionnaire survey, pilot study as well as interpretivist approach. A-perform focus group discussion technique through interview and consultation of discussion with the experts-to determine the human behaviour in the respected organizations. A survey with social theory methods like ethnology anthropology and phenomenology approach could study humans and culture and traditions religious beliefs affects the emotional connection of humans and their circumstances. The interviews and case study analysis may help in understanding emotions of human behaviour organizations to feel the vibe of emotions and human behaviour of the organizations. The qualitative method of data analysis may help in the case study review

2.2 Research problem and questions

The aspect of law policies modifications reviewing the legal are still in disparity where the emotional quotient and legal quotient policies or modifications need enhancement towards addressing the issues faced by the employees in the organizations at the time of adversity. The integrity of mental health and the law related to it is still not adopted by the organizational HR policies. The discrepancy of determination of method is still evolving there is a need to the literature the below mention problems are identified-to implement the legal psychological insights and policies in the management. Hence the gap identified after reviewing from the literature addressing only the gap variable the main context of research problems that need to be addressed are a) Are the methods of cognitive psychology still needed to enhance the legal psychology framework in the legal context and stability of emotional integrity of employees in the organizations?

b) Does neuropsychological management have a significant influence on the legal context and stability of emotional integrity of employees in the organizations?

c) How counselling and clinical psychology has the influence in the legal context and stability of emotional integrity of employees in the organizations?

d) Does criminal psychology have significant relationship in the legal context and stability of emotional integrity of employees in the organisations?

e) To what extent it National and international Law in organisations and mental health-LM and Legal Health and ethical laws of mental health-LEM influence the legal context and stability of emotional integrity of employees in the organisations?

The research is concentrating on how the emotional psychological and legal quotient can add a versatile definition to legal setback with emotional support without the element psychological factor disparity. Had been missed to address has taken into considerations of stance the psychological legal drawback can be identified from literature the importance of psychological approach to legal policies and relevant considerable so appropriate cognitive methods, or framework may be determined to overcome those factors which was missed out and drawbacks based on this research objectives below

2.3 Research objectives

f) To identify intended cognitive psychology which have significant influence framework in the legal context and stability of emotional integrity of employees in the organisations?

g) To evaluate the National and international Law in organizations and mental health-LM and Legal Health and ethical laws of mental health-LEM influence the legal context and stability of emotional integrity of employees in the organisations?

h) to assess the how much criminal psychology have significant relationship in the legal context and stability of emotional integrity of employees in the organizations?

i) To ascertain the extent of counselling and clinical psychology influence in the legal context and stability of emotional integrity of employees in the organisations?

J)To establish it infrastructure neuropsychological management, have a significant influence on the legal context and stability of emotional integrity of employees in the organizations?

2.4 Discussion analysis and outcome measure

The specializations of psychology and legal context in emotional and mental health have been specified in mental health act. Several literature deals with how the mental emotional however there is no literature dealing with trauma, the ideology to implement the legal aspect of psychology creates it with the intersection of law , psychology and emotional wellbeing is not addressed there need of dealing with standard code of laws and psychological legal framework to enhance the working culture and environment., From the literature we could assimilate the need for legal policies with psychology techniques related with cognitive, neurocritical and counselling psychology. The framework will be designed to implement sustainable emotional stable culture.

III. SOCIAL DIMENSION DISCUSSION AND ANALYSIS WITH HYPOTHESIS GENERATION

3.1 hypothesis 1:

Discussion:

The variable cognitive psychology has to be revised in-order to address the drawbacks faced in organizational culture due to negligence of conflicts in the initial stage and lack of emotional support in legal policies implemented till date.To address these emotional instability has been identified which may influence to negative input factors which is not addressed on time with psychological approach issues hence the cognitive psychological techniques are

1. inevitable perception
2. compelling victim impact
3. . legal system destructive (though warranted) criticisms from research
4. cognitive Governance incidence of mental illness
5. objects of ridicule evidence
6. Policymakers, urban planners, and technology leaders

Outcome:

The technique cognitive psychological techniques abided in legal compliance can enhance the stability of emotional security to employees in the organization. The specific factors that need to inject cognitive psychology include

1. Personality motivation
2. Perception
3. Emotional consistency
4. Rational thinking
5. Proactive decisions

Preposition

The performance of cognition of human being can be efficiently utilized with proper method to develop perception towards decision making with cognitive skills of measurement through can be effectively utilized the perception towards decision making with cognitive skills of human beings efficiently utilised through analysing the mental health act judicial Interpretation case laws and by regular following of behavior with rational thinking and motivations and emotional consistency. These are measurable variable that can be determined through situation-based prepositions and analytical reasoning towards conflict based on situations. Which can be provided by skilled cognitive psychologist counselling with provided time period.

3.2 hypothesis 2:

Discussion: The Variable neuro psychology management has been determined with study of literature the review on neuropsychological management variable how neuro psychological management could enhance the decision-making skills of the employees in the organizations. But a gap in literature is legal non compatibility of human drawback with emotional instability and legal non compatibility was identified dimensions of human brain influencing the behaviours has been not considered in the literature hence some of the negative variables that are influencing the emotional instability of employees need to be considered and those are

- 1.admonitions implications for policies³
2. ⁴scrutiny, critique, and correction
3. protect mental privacy, neuron-scientific technologies,

³ **Admonitions:** It is the warning or gentle caution given to humans for misconduct of behavior under various circumstances

⁴ **Scrutiny:** where the examination of certain procedure has been carried out, or to inspect the behavior of humans
Critique: a detailed explanation of the situations and incidences happened describing human behavior

4. Model Law on neuroscience-Rights⁵
5. Robust policy
6. ontological and epistemological misalignments protection ⁶
7. Expert's objectivity and impartiality,

Outcome

Neuro psychology helps in active provocation of implementation of new dimension towards judgements with evidence. The cohesiveness about ontological and epistemological dimensions perceptions and judgements some of the basic indicators that need to be considered while utilising neuro psychometry techniques are

- We could determine the human behavior
- The human cohesiveness towards decisions with different circumstances and situations
- Would engage with ontological and epistemological dimensions of behavior
- Perceptions of judgements

Preposition

The key determination of utilising the neuro psychometric tools in the legal context can enhance the brain behavior functions through the knowledge of perception. Referring to the ontological and epistemological aspect of decisions which could enhance the way of dealing with conflicts with perceived judgements.

3.3Hypothesis 3: Discussion

Through a psychoanalyst approach of him an behavior criminal psychology plays a crucial role in illegality and judging the illegality o the human behavior considering the situations. The criminal psychology systematic criminal type can be identified with referring the action towards human behavior which needs a psychoanalyst to study the criminal activity perceived by the employees and their the reasons The occurrence of criminality of evidence, or original information's, falsification of errors, blaming other person to just escape from injustice caused can be analysed to identify the causes of those actions of:

- a) psychoanalyst,
- b) criminal type,
- c) acknowledge their inevitability,
- d) beliefs and biases,
- e) empirical evidence,
- f) human behavior, fit into the stereotypes,
- g) bad people. ignore evidence
- h) ruled inadmissible,
- I) misuse of evidence,'
- j) admonitions and rules of law,
- k) cured error doctrine,
- l) faulty premise. probative and prejudicial qualities,
- m) theories of criminality, of crime and criminality,
- n) forensic psychology criminal justice system,
- o) similar criminal activity,
- p) legitimacy

Are the factors helps in analysing the criminal activities-from psychoanalysed approach.

Outcome

The adverse effect of criminology is the loss of stigma reputation, dignity, self-respect, money etc., the employee could feel the ideal situations of stress and tension where the role of utilizing criminological psychometrics methods emulate the positive aspects of outcome such as

- emotional stability,
- beliefs and bias both will be considered,
- dissolution of criminal therapy and
- finally, psychology proactiveness.

Forensic psychology and human pathology of investigations

Preposition

⁵ **Neuroscience rights:** mental privacy and data protection of human cognitive mind and technology, a cognitive protection given to human brain activities

⁶ **Ontology:** It is study of what exists and its prepositions, the psychology research towards understanding the concept of existence of certain human theory and behavior.

Epistemological theory: It is the understanding of one knowledge towards the existence, the research through the fact of how law has been implemented for the specified actions of human behavior

The aspect of minimizing the criminal psychology could either way decided by enculturing the emotional quotient of aggressive and rude behavior of human and deciding the causing factor through the perceived decisions and judgements and the role of human pathology and forensic investigations. Enhancement of criminal identification of human behavior thus could idealize how the legal aspect of human psychology during criminal behavior at earlier stage can be decided when the conflicts are very less or minute.

3.4 Hypothesis 4: Discussion

The clinical psychology and the counselling psychology with legal approach can be determined to be used in the organizations if the employees seem behaving abnormally due to the course of stress they adhere towards people, environment, management or work. This may create health issues and needed particular counselling and clinical recommendations towards recovering therapy. In present most of the mnc and Nc does not possess any type of psychology counselling and clinical recommendations with legal compliance .

The factors that either way influence the clinical and criminal psychology with Continuous improvement mindsets are

1. isolation, and fear,
2. greater funding and mental health programs, to change the culture and disposition of officers'
3. perceptions, mandatory counselling visits,
4. isolation, poor mental health,
5. mental well-being,
6. frequent alcohol binge drinking,
7. from frequent pain. difficulties with
8. implementation safety and efficacy rather than clinical utility,
9. clinical utility has yet to be
10. established. Biomarker tests may not meet the same standards set for tests directly approved by the FDA (although the FDA recently published a proposed rule to regulate these tests)
11. Transparency, accountability, and human involvement

Outcome

Clinical psychology and counselling psychology can be used to determine the control of human emotions and to resolve complexity, integrity, and sociality. The concept of triggering one's emotion to attain a goal, is termed emotional psychology. Emotion psychology can be classified into two forms Reappraisal and suppression. Reappraisal of emotions: a re-evaluation of emotion acting stimuli to change its acting or behavior based on their thoughts. More sharing of emotions and interpersonal effects on emotional behavior and evaluation of emotions. Reappraisal of one's emotions can eventually increase the quality of work and can improve self-satisfaction towards one's career in other terms of job satisfaction. In other terms, suppression are the control of emotions or neutralizing emotional behavior or less sharing of emotions. Regulations of expressive behavior and interpersonal relationship, motivations of behavior to express one state of intentions or providing incentives of others behavior. Some of the positive outcome we could expect after integrating clinical and counselling psychology are good mental health patient centric service

- ethical consultation
- telemedicine and digital AI health support
- legal recommender system towards health advice

Preposition

The relationship between cultural value and emotional regulation. In conflict with human emotions During the phase of employee in the organization he may encounter stress in various forms thus in the way of social complexity, while considering the organization there exists always social complexity in the organization. The people involved in a project require social interactions in order to pursue their work. Need for social order Culture as meaning and information systems Value related to emotions Value related to interpersonal relationship Norms regarding emotional regulation. Emotion regulation contributes to inter-structural adjustment. Reappraisal mainly requires group work, relating to the people working in the industry. Suppression relates to power distance, long-term orientation, conflicts and uncertainty. Cultural values are nothing but the combination of reappraisal and suppression and the relationship between them. Thus to address this type of conflicts that are creating the mental illness the clinical and counselling psychology could help to enhance the employee mind health.

3.5 Hypothesis 5

Discussion

The national and international law of organizations and mental health and ethical laws of mental health plays a crucial role in inculcating the human psychological techniques to overcome the negligence of psychological support and endurance towards the safety standards that employee should avail to deploy the employee mental health in the working environment. These issues related to women in both MNC and NC is addressed-in this paper with the legal setback that can be identified from the literature such as need for study identified-from the gap

identified through the review of literature. The role of laws psychology could be needed to enhance the service of protection neuro rights and that could determine the legal patent towards the psychological balance with ethical consideration in the organizations both national and international companies. Some of the variables that directly or indirectly influence the legal aspects of mental health include

- 1) psychological time. damage to individuals,
- 2) organizations, free speech, hybrid weapons'
- 3) informal estimates from trade unions range,
- 4) major law firms' personnel and occupational health and safety representatives
- 5) offering training in the method proliferate,
- 6) signed framework agreements for workplace investigations, on-disclosure agreements,
- 7) Leave certain information out of their narratives.
- 8) non-disclosure a agreements '
- 9) weapons to kill
- 10) the knowledge, workplace investigation,
- 11) Trade union representatives trauma-informed training for practitioners,
- 12) revisiting trauma may impact survivors
- 13) judges on rape myths,
- 14) impacts of trauma,
- 15) types of objections,
- 16) testimony and cross-examination. unprotected, regardless of condition,
- 17) Preserves renewed investment and vision
- 18) Outdated policies and laws related to mental health act
- 19) mental health policies and plans,
- 20) respect people's will,
- 21) people's will, primary function of mental health law,
- 22) regulate coercive practices,
- 23) substitute decision-making legislation,
- 24) regulate restrictions in people's right to exercise their legal capacity,
- 25) Code of Ethics for Psychiatry,
- 26) personnel-frequently met in the social minor procedural changes

Outcome:

There is the need for deploying a proper framework towards regulation and policy making in terms of psychology and mental health regulations. In the organizations as most of the policies in actions are outdated policies and there is no laws related to legal psychological laws there should be proper legal compliance with the current legal relates to mental health and thus there is a need to address the concerns of addressing the concerns of outdated policies there is in need for new revised polices of legal compliance of international and national law. Some of the positive aspects relating to mental health policies are HR service and law policies Legal exercise to employee consultation Organizational ethics Health aid acts with support and guidance New health aid agreement Health ethics policies Privacy and security enabling laws with AI technology

Preposition

The main preposed aspect with legal compliance needs to be ensilaged to current medical mental health laws with the highlights of psychology in legal context and landscape where the role of advocacy plays a crucial role in determining the legal obligations faced by the mental health laws and organizational legal compliance during employees emotional outbreak and suppression of feelings and metal trauma during professional environment, thus a proposed seeth framework can enhance the emotional and mental health well-being in the organizations

IV. CONCLUSIONS

Hence in short, we could state the future world is legal psychological seeth framework advancement and stability towards organizations HR policies with laws related to psychology has the key key role in growth of economy in innovation and research, The emotional wellbeing and advancement would directly or indirectly influence the well being of employees and culture.

REFERENCES

Salerno, J. M., & Bottoms, B. L. Emotional evidence and jurors judgments: The promise of neuroscience for informing psychology andlaw. Behavioural sciences & the law, 27(2), 273-296,2009.

- [2] 'Meier, J. S. Notes from the underground: Integrating psychological and legal perspectives on domestic violence in theory and practice. *Hofstra Law Review*, 21(4), 4, 1993.
- [3] Tanford, J. A. The limits of a scientific jurisprudence: The Supreme Court and psychology. *Ind. LJ*, 66, 137, 1990.
- [4] 'Carson, D. Handbook of psychology in legal contexts, 2003.
- [5] Herlihy, J., & Turner, S. W. The psychology of seeking protection. *International Journal of Refugee Law*, 21(2), 171-192, 2009.
- [6] 'Rachlinski, J. J. New law and psychology: A reply to critics, skeptics, and cautious supporters. *Cornell L. Rev.*, 85, 739, 1999.
- [7] 'Rasch, G. On general laws and the meaning of measurement in psychology. In *Proceedings of the fourth Berkeley symposium on mathematical statistics and probability* (Vol. 4, pp. 321-333). Chicago, 1961.
- [8] 'Stolle, D. P., Wexler, D. B., Winick, B. J., & Dauer, E. A. Integrating preventive law and therapeutic jurisprudence: A law and psychology-based approach to lawyering. *Cal. WL Rev.*, 34, 1997.
- [9] Brigham, J. C. What is forensic psychology, anyway? *Law and Human Behavior*, 23(3), 273-298, 1999.
- [10] 'Konečni, V. J., & Ebbesen, E. B. External validity of research in legal psychology. *Law and Human Behavior*, 3(1-2), 39, 1979.
- [11] Tanford, J. A. The law and psychology of jury instructions. *Neb.L. Rev.*, 69, 71, 1990.
- [12] 'Bornstein, B. H., & Greene, E. Jury decision making: Implications for and from psychology. *Current directions in psychological science*, 20(1), 63-67, 2011.
- [13] Mandel, G. N. To promote the creative process: Intellectual property law and the psychology of creativity. *Notre Dame L. Rev.*, 86, 1999, 2011.
- [14] 'Shultziner, D., & Rabinovici, I. Human dignity, self-worth, and humiliation: A comparative legal-psychological approach. *Psychology, Public Policy, and Law*, 18(1), 105, 2012.
- [15] 'Bornstein, B. H., & Miller, M. K. Does a judge's religion influence decision making? *Ct. Rev.*, 60, 72, 2024.
- [16] 'Singletary, G. Law enforcement and mental health: the limpid kryptonite—a clear and present danger. *Journal of Police and Criminal Psychology*, 39(1), 55-63, 2024.
- [17] 'Singletary, G. Law enforcement and mental health: the limpid kryptonite—a clear and present danger. *Journal of Police and Criminal Psychology*, 39(1), 55-63, 2024.
- [18] 'Gavin, H. Criminological and forensic psychology, 2024.
- [19] 'Isman, I., & Muttaqin, A. Z. Innovative Legal Modelling for Interdisciplinary Studies on Law and Economic Behavior. *Indonesian Journal of Islamic +A28:A29Economic Law*, 1(1), 60-71, 2024.
- [20] 'Hebushima, H., & Inage, S. Modelling of psychological time cognition with Human Language based Consciousness model. *Journal of Biomed Research*, 5(1), 96-102, 2024.
- [21] 'Mensah, G. B., Mijwil, M. M. M., & Abotaleb, M. The Essence of Artificial Intelligence Techniques in Ghana's Mental Health Act, 2012 (Act 846): A Survey in Mental Healthcare and Negligence, Issues. *International Journal of Innovative Technology and Interdisciplinary Sciences*, 7(2), 31-41, 2024.
- [22] 'Gill, N., Drew, N., Rodrigues, M., Muhsen, H., Cano, G. M., Savage, M., & Funk, M. Bringing together the World Health Organization's Quality Rights initiative and the World Psychiatric Association's programme on implementing alternatives to coercion in mental healthcare: a common goal for action. *BJPsych open*, 10(1), e23, 2024.
- [23] 'Kalbfuß, J., Odermatt, R., & Stutzer, A. Medical marijuana laws and mental health in the United States. *Health Economics, Policy and Law*, 19(3), 307-322, 2024.
- [24] 'Mensah, G. B., & Addy, A. Critical issues for Regulating AI Use in Mental Healthcare and Medical Negligence. Preprint. <https://doi.org/10.13140/RG.2.30853.97768>, 2024.
- [25] 'Campbell, R., Gregory, K., Goodman-Williams, R., Javorka, M., & Engleton, J. The prosecution of sexual assault cases with forensic DNA evidence: Survivors' testimony experiences. *Psychology, Public Policy, and Law*, 2025.
- [26] 'Gleason, R. Strategies Police Agencies Can Implement to Improve Officer Mental Health, 2025.
- [27] 'Demchenko, N., Arhbal, A., Popova, I., & Mishchenko, V. Mental health and burnout of healthcare workforce: theoretical and methodological approach, 2024.
- [28] 'Lin, G. A., Coffman, J. M., & Phillips, K. A. The state of state biomarker testing insurance coverage laws. *JAMA*, 331(22), 1885-1886, 2024.
- [29] 'Kuldova, T. Ø., & Nordrik, B. Workplace investigations, the epistemic power of managerialism and the hollowing out of the Norwegian model of co-determination. *Capital & Class*, 48(3), 463-488, 2024.
- [30] 'Parmar, A., Narasimha, V. L., & Nath, S. National drug laws, policies, and programs in India: A narrative review. *Indian Journal of Psychological Medicine*, 46(1), 5-13, 2024.
- [31] 'Stolle, D. P., Wexler, D. B., Winick, B. J., & Dauer, E. A. Integrating preventive law and therapeutic jurisprudence: A law and psychology-based approach to lawyering. *Cal. WL Rev.*, 34, 15, 1997.

-
- [32] 'Neal, T. Psychology, Public Policy, and Law: Reflecting on the past, charting the future, 2025.
- [33] 'Castillo, L. G. O. Neuroderechos: redefinición de pilares para la Psicología." NeuroRights: Redefining Pillars for Psychology",2025.
- [34] 'Mateo-Fernández, P. V., & de la Osa-Subtil, I. The role of the forensic psychologist in media cases: a critical perspective. *Forensic Criminal Int J*, 12(2), 129-130, 2024.
- [35] 'Oberlader, V. A., Banse, R., Beier, S., & Schmidt, A. F. Law- abiding versus criminal identity and self-efficacy: A quantitative approach to unravel psychological factors supporting desistance from crime. *Psychology, Crime & Law*, 30(10), 1535-1558, 2024.