

ABSTRACT

WORKPLACE DIVERSITY AND INCLUSION: AN ANALYSIS FROM LEGAL AND MANAGEMENT PRISM

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Sustainable Well-being is a holistic concept which brings in its ambit a wide array of well-being including emotional, economical, social, psychological and physiological well-being among others. Sustainable Happiness² results in sustainable well-being. The varied facet of business setup warrants a look at aspects of financial security, health³, work place balance⁴, creativity and innovation at work, recognition of the talent and work output, scope for job enrichment, job satisfaction in line with job specification and job description, among others. A survey based analytical study was done on wide cross-section of data sample generated from field survey. The method of study has been a mix of theoretical and practical work via primary data collection via questionnaire from a wide cross-section of people including working professionals, students, housewives, daily labourers, educational experts and children among others. This article is an attempt to look at workplace diversity and inclusion from a multidisciplinary angle including law, management, economics, social and technological perspective. The readers would find the article buttressed with references from management and legal statutory perspective, making it a very pragmatic way of analysis of the instant quintessential topic which is vital for workplace well-being for all the stakeholders in the business ecosystem. Positive Psychology, Multidisciplinary approach to learning, innovative application of technology are shaping the workplace environment.

Keywords: *Socio-Economic well-being; Sustainable Happiness; Inclusivity; Diversity at Workplace; Justice; Legal Aspects*

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²Sustainable Happiness is a conceptual understanding has been propounded by Catherine O'Brien (2005) as, "Sustainable Happiness is happiness that contributes to individual, community and, or global well-being without exploiting other people, the environment or future generation..."

³Veenhoven (2006) in his model to explain the correlation between Sustainable Happiness and Health Happiness mentions, "the overall appreciation of one's life-as-a-whole, in short, how much one likes the life one lives..."

⁴Vaughn Aust, famed Entrepreneur, explicates, "Happy employees lead to happy customers, which leads to more profit..."