



# Human Rights Integration In The Workplace: Understanding Job Satisfaction, And Organizational Impact

<sup>1</sup>Kirti Kumari, <sup>2</sup>Arpit Garg,

<sup>1</sup>Research Analyst, <sup>2</sup>Research Analyst,

<sup>1</sup>Management and Finance Department,

<sup>1</sup>M.P. Square Group of Institutions Pvt. Ltd, Mathura, India.

**Abstract:** This study examines the incorporation of human rights concepts in the workplace and its influence on job satisfaction and organizational success. A combination of primary and secondary data-collecting approaches, such as a meticulously designed questionnaire and secondary sources, was employed to acquire data from a total of 273 respondents. The generated hypothesis was evaluated using statistical analytic techniques such as regression, mean, and standard deviation. The findings indicate strong associations between the integration of human rights, job satisfaction, and organizational impact. This highlights the crucial role of incorporating human rights principles into organizational policies and practices to promote positive workplace environments and improve overall organizational performance.

**Index Terms - Human Rights Integration, Job Satisfaction, Organizational Impact, and Organizational Policies and Practices.**

## Introduction

In today's world of contemporary corporate management, human resource management and human rights are interdependent. As businesses navigate the complex dynamics of a diverse and global workforce, it is becoming increasingly apparent that safeguarding and advancing human rights on the job is essential to building a long-term, ethical corporate culture. Incorporating human rights concepts into human resource management has caused a paradigm shift, moving away from viewing employees as mere resources to be controlled for productivity and toward viewing them as human beings with basic rights and dignity. This development is motivated by a moral imperative, and it aligns with the belief that a workplace that prioritizes and safeguards human rights is more likely to be inclusive, resilient, and successful overall.

Human rights integration in human resources management is based on policies, practices, and processes that ensure all employees are treated fairly and with care (Gross, 2009). Human rights-based approaches ensure that fairness, non-discrimination, and respect for individual autonomy permeate every stage of human resource management, from hiring and onboarding to performance evaluations and conflict resolution. Businesses do the right thing by their employees when they respect their fundamental rights; doing so also helps build a positive work environment, which is good for morale, dedication, and the company's reputation. Integrating human resource management with human rights concepts is one of the most critical challenges that modern-day firms face. This will contribute to the establishment of a workplace that encourages professional growth while also maintaining societal values. Proclamations of human rights for all people are based on a fundamental respect for human life and dignity. "Recognition of the inherent dignity and the equal and inalienable rights of all members of the human family" is the cornerstone of universal human rights, according to the UDHR's preamble. Empowerment and preservation of one's bodily and mental health are central to the concept of human dignity (Barrett and Thomson, 2012).

Human rights have always revolved around the connection between the state and its inhabitants, both in terms of discussion research, and advocacy. The social repercussions of corporate actions have become more obvious to people, communities, regulatory agencies, and civil society in the last decade or two, bringing the link between business and human rights to the forefront. How human rights concerns may be integrated into their domain of influence and the consequences for their organizations of this new paradigm are still unclear to many business executives. This matters because, in addition to the monetary and social costs associated with human rights violations, the failure of corporate leaders to grasp their ethical and legal responsibilities to uphold human rights could have far-reaching effects on the prosperity and efficiency of their business (Buhmann, 2011). Potential consequences may include a decrease in reputational capital, heightened accountability for human rights violations, and the possibility of operational halts. An increasing number of organizations are using human rights impact assessments (HRIAs) as part of their due diligence procedures to inform their decisions and community engagement initiatives. HRIA takes human rights concepts as its starting point for analyzing the effects of development initiatives; it is based on international rights instruments, a collection of worldwide standards. The rationale for HRIA, as opposed to SIA, is that SIA has a history of underreporting human rights impacts in its evaluation reports. The Human Rights Impact Assessment (HRIA) is an independent process that businesses voluntarily use to determine how their present activities affect people's rights. Both the theory and practice of SIA have progressed in recent years to the point where it can be considered an integral element of a continuing adaptive management cycle, integrated with corporate management systems and community relations procedures. Nevertheless, these areas remain unfulfilled in HRIA practice, and despite advancements in HRIA theories and methodology, organizations' human rights policies have not been adequately strengthened to address the necessity of continuous human rights due diligence (Petersmann, 2002). The attitude of job satisfaction is the result of balancing and adding up all of one's specific likes and dislikes related to one's employment. Conversely, work satisfaction is defined as the favorable emotional state that a person experiences as a result of their employment. It encompasses how individuals feel about their company, their job, and their coworkers. Positivity and a positive outlook on one's work are signs of job happiness, while pessimism and negativity are signs of job discontent. Hence The level of contentment that employee feels with their organization has a direct correlation to their level of job satisfaction (Gachie, 2016). An important measure of an employee's attitude toward and contentment in their work is their level of job satisfaction. There is a correlation between the happiness of workers and the growth of the company's production. The success of a company depends on the happiness of its employees. When workers are content in their jobs, they are more invested in their companies and produce better results. An organization's health and success may be gleaned from the level of work satisfaction among its employees. This satisfaction also reveals areas where the business can improve (Carta, et. al., 2022). If managers want to create effective human resource policies and get the most out of their employees, they need to know how they feel and what they think about their working circumstances. Organizational success is heavily dependent on the knowledge, abilities, and experience of its employees. Therefore, it is critical to provide suitable human resource policies and conduct thorough training for employees if we want them to be proficient and happy in their jobs. An organization's ability to retain and attract talented employees depends on its Human Resource policies, which are effective and efficient when it comes to motivating performance evaluation, performance-based rewards, and career advancement opportunities. Human resource policy functions encourage workers to remain in their existing positions by providing possibilities for advancement. An HR department's training and development efforts are crucial to building a learning company that makes the most of its employees' abilities on all levels (personal, team, and company-wide) (Xuan Tran, et. al., 2013). By compensating, promoting, and training people for optimal organizational performance, human resource policies should be able to maintain a healthy staff-to-manager ratio, boost morale and quality, and foster the development of cohesive teams. Improving organizational efficiency is greatly influenced by how well a company's human resource policy works. To maximize the potential of its employees, companies must have a well-structured and efficient human resource policy. However, HR rules vary from one firm to the next based on factors such as industry, business type, regional culture, and employee traits. More than 98% of Vietnam's 1 million businesses are small or medium-sized. There has been a dramatic uptick in employee turnover rates in recent years, coinciding with the proliferation of both large and small enterprises. Several factors, including management, HR policies, and the workplace itself, contribute to this. Nonconformity with HR policy is the most often mentioned cause for leaving among them. A growing number of employees are opting to look for work elsewhere due to their displeasure with the policy (Hung and Huy, 2023).

## I. REVIEWS OF LITERATURE

Al-Refaei, A. A. A., et. al., (2023) investigated the relationship between service quality (SQ), job involvement (JI), and organizational commitment (OC) in developing country higher education settings was examined. Academic staff and students were surveyed using a two-sample research method for this study. The gathered data underwent analysis using Structural Equation Modelling (SEM). Students' perceptions of the quality of classroom instruction were greatly influenced by JS on OC and SQ. Furthermore, OC significantly influenced SQ independently, while also moderating the effect of JS on SQ. The connection between JS, OC, and SQ was moderated by JI. This study contributed to the existing body of knowledge by showcasing the importance of JI, JS, and OC in improving service quality and establishing a link between these factors and SQ. Students, workers, organizations, and society at large could all have benefited from the practical consequences that were presented.

Tampi, P. P., et. al., (2022) conducted investigation at the Riau Islands Regional Office of the Ministry of Law and Human Rights looked at how workplace culture, employee empowerment, and information technology affected productivity. Using Slovin's formula, the researcher utilized the Simple Random Sampling Technique. This investigation's data was gathered by the direct administration of a questionnaire to participants. After collecting data, the researcher ran it through a battery of descriptive quantitative analysis tests, such as multiple linear regression, t-tests, F-tests, and the coefficient of determination. A favorable and statistically significant effect of information technology, employee empowerment, and work culture on employee performance was found in the Riau Islands regional office of the Ministry of Law and Human Rights.

Mulugeta, H. E., (2022) stated that globalization and the rise of capitalist nations like the US were profoundly influenced by the influence of Amazon, a global business. Research showed that workers were subjected to unsafe screening procedures and pressured to meet unrealistic productivity goals. Human rights concerns at Amazon were thoroughly and fairly examined in the report, which concluded that lawmakers and government agencies should have instituted stricter safety measures in the workplace. The freedom to organize into unions was formerly guaranteed to Amazon employees under the US Constitution and the International Labor Organization. This helps to guarantee that terminations were handled by humans.

Jafri, T. S. and Ali, A., (2021) examined Librarians' experiences with work satisfaction from a female viewpoint and in consideration of the Universal Declaration of Human Rights. The primary goal of this research was to address issues such as gender discrimination, the gender pay gap, and the discontent felt by female librarians due to this salary gap. Discrimination based on gender impacted job performance. The research techniques used in this study were qualitative in nature. Methods such as observation and case study enabled extensive research. Based on the findings, female librarians faced a significant challenge when it came to work happiness. These were serious concerns that women librarians had, and institutions should have addressed them. Their productivity increased, and they were able to do more.

Garcia, R. J., (2021) stated that immigrant workers encountered specific challenges due to the COVID-19 epidemic. Many of these workers worked in industries most vulnerable to the virus, such as healthcare, cleaning, and public transportation. All employees, including immigrant workers, were able to rely on human rights instruments that guaranteed a safe working environment. Garcia examined the choices that were open to employees who faced hazardous working situations in relation to current legislation. The government and businesses could have been held more accountable if the term "human rights" had been broadened. In order to ensure the safety of all employees, Garcia supported reforms to OSHA and the NRLA's statutes, as well as test cases, the filing of complaints under trade agreements, and the lodging of complaints with the International Labor Organization (ILO).

Taheri, R. H., et. al., (2020) reported that creating a positive work atmosphere was essential for institutions and organizations to attract and retain talent, which in turn drove growth. In order to maintain high morale and productivity, businesses should have rewarded workers when they were efficient, effective, and productive. The purpose of this study was to identify the factors that influenced job satisfaction in relation to the workplace. The data used in this study were provided by two groups in Bangladesh—the Bangladesh Rural Electrification Board and the Department of Agricultural Extension. The findings indicated a strong correlation between job satisfaction and factors associated with the workplace. Companies couldn't do their jobs well without adequate facilities, and workers cared most about their workplace. The study discovered that focusing on improving the workplace is essential for increasing job happiness.

Blustein, D. L., et. al., (2019) proposed that a plan of action was developed for future studies that would assist career guidance counsellors and applied psychologists in addressing issues related to human rights and fair employment. An increase in unemployed, underemployed, and unstable workers resulted from the decline in quality employment opportunities caused by globalization. This caused harm to people and society as a whole,

with a particular impact on minority groups and individuals who lacked valuable talents. The article presented study objectives that aimed to improve workers' abilities to deal with and adapt to changes in the workplace, create a more equitable work environment, examine the psychological meaning and impact of social and economic safeguards, find a balance between caring and market employment, and more.

Wettstein, F., et. al., (2019) noted that surprisingly, a significant amount of the activity regarding corporate social responsibility in relation to human rights happened in domains other than international business (IB). Business and human rights (BHR) emerged as a promising field for academics with a keen interest in international business (IB). The relationship between MNEs and human rights can be better understood with the help of IB studies. When it came to globalization and multinational enterprises (MNEs), however, BHR was no longer a neglected area of study in IB research; otherwise, the topic risked falling behind the academic curve. Therefore, the purpose of this perspective piece was to present a research agenda that filled in some of the gaps and tackled some of the open problems in the domains of IB and BHR. It aimed to identify similar themes and overlaps, offering assistance to IB academics who were interested in conducting BHR research.

Ćulibrk, J., et. al., (2018) demonstrated that in Serbia's transition economy, situated in Southeastern Europe, the study explored and measured the connection between organizational policies and procedures, job engagement, organizational commitment, job satisfaction, and work characteristics. The study presented a new research model that was based on the findings of the study, which involved 566 people from 8 different firms. The study discovered that current models of work motivation required adjustments to accurately reflect the empirical evidence. Work engagement played a role as a moderator between job satisfaction and organizational commitment in the suggested model. Organizational rules and procedures seemed to have had little effect on employee happiness in Serbia, in contrast to various studies conducted in developed economies. Job satisfaction was influenced by work characteristics.

Jabeen, F., et. al., (2018) investigated Emirati women's QoWL, job satisfaction, and likelihood of leaving public sector firms in the UAE. Data from a structured questionnaire was analyzed using partial least squares structural equation modeling. Compared to turnover intention, QoWL increased work satisfaction. The study also identified a high correlation between QoWL and all factors. The study was limited to female Emirati employees in Abu Dhabi, the UAE capital, and could not be generalized. However, the study's findings might have helped Emirati lawmakers improve female workers' work lives and reduce their desire to quit in this collectivistic society. Addressing QoWL and job happiness improved staff retention, production, and localization. The survey stressed the necessity of acknowledging Emirati women's professional worth and sense of belonging.

## II. METHODOLOGY

Research on "Human Rights Integration in the Workplace: Understanding Job Satisfaction, and Organizational Impact" used a combination of primary and secondary sources to compile its findings. A well-structured survey employing the Stratified Random Sampling Technique is employed to collect the main data. The questionnaire is directed primarily toward Employees working across various departments and levels within organizations. To create the questionnaire, demographic parameters, and the factors of the study, which include (Human Rights Integration, Job Satisfaction, Organizational Impact, and Organizational Policies and Practices), were taken into consideration. There was a total of 385 individuals who responded to the questionnaires. 112 of the respondents did not supply the necessary information or the responses were either missing information or were not filled out correctly. In the end, the research has taken into consideration the information provided by a total of 273 respondents. For this study, secondary data was collected from a wide range of reliable sources, such as websites, newspapers, publications, and various types of online media. A strategy that employed a Stratified Random Sampling Technique was adopted for the investigation. Excel as well as SPSS were utilized to analyze the data. Statistical methods such as regression, mean, and standard deviation (SD) were utilized to assess the hypothesis that was developed after doing the study.

### III. RESULT

Objective: To assess the level of awareness and understanding of human rights principles among individuals based on demographic characteristics such as age, experience, and education.

Hypothesis: There is a significant association between the “level of awareness and understanding of human rights principles” among different demographic characteristics (i.e., age, experience, or education).

- **Age group**

**Table 1: Descriptives Table**

Descriptives								
Awareness and Understanding of Human Rights Principles								
	Std. Deviation	Std. Error	Mean	Number	95% Confidence Interval for Mean		Min.	Max.
					Upper Bound	Lower Bound		
Under 25 years	5.04074	.86448	34.5000	34	36.2588	32.7412	20.00	43.00
25-34 years	4.76284	.48112	35.4694	98	36.4243	34.5145	22.00	47.00
35-44 years	5.06416	.59272	36.7808	73	37.9624	35.5993	23.00	44.00
45-54 years	3.83582	.63930	37.0278	36	38.3256	35.7299	28.00	44.00
Above 55 years	2.60273	.46010	37.0000	32	37.9384	36.0616	33.00	42.00
Total	4.62850	.28013	36.0842	273	36.6357	35.5328	20.00	47.00

The descriptive data for human rights principle awareness and understanding are presented in Table 1. The average rating for the "under 25 years" age bracket is 34.50. A value of 5.04074 is the standard deviation. In the 25–34 age bracket, the average rating is 35.4694. There is a dispersion of 4.76284 percent. In the 35–44 age bracket, the average rating is 36.7808. The dispersion of this data is 5.06416. In the 45–54 age bracket, the average rating is 37.0278. The dispersion of this data is 3.83582. Those above the age of 55 had an average rating of 37.00. The dispersion of the data is 2.60273.

**Table 2: ANOVA Table**

ANOVA					
Awareness and Understanding of Human Rights Principles					
	F	Sum of Squares	Sig.	Mean Square	df
Between Groups	2.588	216.689	.037	54.172	4
Within Groups		5610.374		20.934	268
Total		5827.062			272

The statistical analysis that was carried out to examine the variations in awareness and knowledge of human rights concepts between groups is detailed in the aforementioned ANOVA (Analysis of Variance) table 2. Human rights concept knowledge and understanding differs significantly among the five age groups (Below 25, 25–34, 35–44, 45–54, and Above 55) according to ANOVA table 4.11. Since the sig value is less than 0.05, the observed variations between groups are likely attributable to random chance and have a p-value of 0.037.

- **Work Experience**

**Table 3: Descriptives Table**

Descriptives								
Awareness and Understanding of Human Rights Principles								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Less than 1 year	57	34.8421	4.50710	.59698	33.6462	36.0380	24.00	43.00
1-5 years	95	36.7789	5.03008	.51608	35.7543	37.8036	20.00	47.00
6-10 years	53	36.0189	3.98309	.54712	34.9210	37.1167	22.00	43.00
11-15 years	41	37.0244	4.30980	.67308	35.6640	38.3847	23.00	44.00
More than 15 years	27	34.9630	4.55295	.87622	33.1619	36.7640	26.00	43.00
Total	273	36.0842	4.62850	.28013	35.5328	36.6357	20.00	47.00

The descriptive data for human rights principle awareness and understanding are presented in Table 3. With less than a year of experience, the average rating is 34.8421. The dispersion of the data is 4.50710. The average rating for employees with 1 to 5 years of experience is 36.7789. The dispersion of the data is 5.03008. A mean value of 36.0189 is given to those with 6-10 years of job experience. A value of 3.98309 is the standard deviation. A mean value of 37.0244 is given to those with 11–15 years of job experience. A 4.30980 indicates a standard deviation. With over fifteen years of professional expertise, the average rating is 34.9630. A value of 4.55295 is the standard deviation.

**Table 4: ANOVA Table**

ANOVA					
Awareness and Understanding of Human Rights Principles					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	204.206	4	51.051	2.433	.048
Within Groups	5622.857	268	20.981		
Total	5827.062	272			

Table 4 of the aforementioned Analysis of Variance (ANOVA) report details the statistical procedures used to compare the various groups' levels of human rights knowledge and awareness. Table 4 of the analysis of variance indicates that the five groups of years of work experience (less than one, one to five, six to ten, eleven to fifteen, and more than fifteen) differ significantly for their knowledge and comprehension of human rights concepts. The statistical significance (sig value is less than 0.05) and the likelihood of the observed differences between groups being attributable to random chance are both shown by the p-value of 0.048.

- **Education Qualifications**

**Table 5: Descriptives Table**

Descriptives								
Awareness and Understanding of Human Rights Principles								
	Std. Deviation	Number	Std. Error	Mean	95% Confidence Interval for Mean		Minimum	Maximum
					Upper Bound	Lower Bound		
High School	4.67664	46	.68271	35.0652	36.4403	33.6902	26.00	44.00
Bachelor's Degree	4.85981	96	.47731	35.5521	36.4997	34.6045	20.00	47.00
Master's Degree	4.04145	65	.60279	36.2308	37.4350	35.0266	22.00	44.00
Doctoral Degree	4.11862	37	.66441	37.0000	38.3475	35.6525	27.00	43.00
Other	4.62850	29	.76481	37.9655	39.5322	36.3989	27.00	44.00
Total	Std. Deviation	273	.28013	36.0842	36.6357	35.5328	20.00	47.00

The descriptive data for human rights principle awareness and understanding are presented in table 5. High school graduation is associated with an average rating of 35.0652. A value of 4.63035 is the standard deviation. A bachelor's degree is associated with an average rating of 35.5521. There is a 4.67664 standard deviation.

With a master's degree as an average qualification, the rating is 36.2308.  $P=4.85981$  for the standard deviation. The average score for educational attainment leading to a doctorate is 37.00. A value of 4.04145 is the standard deviation. For all other types of educational credentials, the average rating is 37.9655. The dispersion of all values is 4.11862.

**Table 6: ANOVA Table**

ANOVA					
Awareness and Understanding of Human Rights Principles					
	F	Mean Square	Sig.	df	Sum of Squares
Between Groups	2.505	52.504	.043	4	210.014
Within Groups		20.959		268	5617.048
Total				272	5827.062

Table 6 of the aforementioned Analysis of Variance (ANOVA) report details the statistical procedures used to compare the various groups' levels of human rights knowledge and awareness. The five groups of education qualification (High School, bachelor's degree, master's degree, Doctoral degree, Other) show a notable variation in human rights concept knowledge and understanding, according to the ANOVA table 4.15. With a p-value of 0.043 and a sig value lower than 0.05, the observed variations between groups are probably attributable to random chance.

**Objective:** To examine the relationship between employees' perceptions of human rights issues in the workplace and their overall job satisfaction.

**Hypothesis:** There is a significant relationship between employees' perceptions of human rights issues in the workplace and their overall job satisfaction.

**Table 7: Descriptives Statistics Table**

Descriptive Statistics			
	Mean	Std. Deviation	N
Employees' Perceptions of Human Rights Issues	32.9231	4.59115	273
Employee Satisfaction	37.3443	4.85512	273

The descriptive statistics of employee satisfaction and their perceptions of human rights issues are defined in table 7, which is located above. Employee satisfaction is at 37.34 out of 100, while employees' perceptions of human rights issues average 32.92.

**Table 8: Correlations Table**

Correlations			
		Employees' Perceptions of Human Rights Issues	Employee Satisfaction
Employees' Perceptions of Human Rights Issues	Pearson Correlation	1	.123*
	N	273	273
	Sig. (2-tailed)		.042
Employee Satisfaction	Sig. (2-tailed)	.042	
	N	273	273
	Pearson Correlation	.123*	1

\*. Correlation is significant at the 0.05 level (2-tailed).

Table 8 defines the correlation between employees' perceptions of human rights issues and employee satisfaction. The correlation is statistically significant with a sig value of 0.042, meaning it is less than 0.05.

**Objective:** To investigate the impact of integrating human rights principles in organizational policies and practices on employee satisfaction and organizational performance.

Hypothesis: There is a significant impact of integrating human rights on employee satisfaction and organizational performance.

- **Impact of integrating human rights on employee satisfaction**

**Table 9: Model Summary Table**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.123 <sup>a</sup>	.015	.011	4.82719
a. Predictors: (Constant), Employees' Perceptions of Human Rights Issues				

A significant degree of correlation is shown in Table 9, which provides the model summary. A basic correlation value of 0.123 indicates that the independent variable, Employee Satisfaction, may account for a significant portion of the variation in the supported variable, Employee Satisfaction.

**Table 10: ANOVA Table**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	96.866	1	96.866	4.157	.042 <sup>b</sup>
	Residual	6314.768	271	23.302		
	Total	6411.634	272			
a. Dependent Variable: Employee Satisfaction						
b. Predictors: (Constant), Employees' Perceptions of Human Rights Issues						

Table 10 of the analysis of variance (ANOVA) tells us how well the regression model fits the data or makes a dependent variable prediction. The dependent variable is predicted quite accurately by the regression model, as seen in the table. As a whole, the regression model accurately predicts the outcome variable (i.e., it fits the data well) because the p-value is less than 0.05 (0.042), which signifies statistical significance.

**Table 11: Coefficients Table**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.	t
		Std. Error	B	Beta		
1	(Constant)	2.119	33.065		.000	15.603
	Employees' Perceptions of Human Rights Issues	.064	.130	.123	.042	2.039
a. Dependent Variable: Employee Satisfaction						

To forecast the impact of "Employee Satisfaction" and ascertain if "Employees' Perceptions of Human Rights Issues" is statistically significant to the model, one can consult the data in Table 11 of the coefficients.

- **Impact of integrating human rights on organizational performance**

**Table 12: Model Summary Table**

Model Summary				
Model	Adjusted R Square	Std. Error of the Estimate	R Square	R
1	.014	5.73984	.018	.133 <sup>a</sup>
a. Predictors: (Constant), Employees' Perceptions of Human Rights Issues				

Table 12 details the model summary and reveals a strong degree of correlation. With a simple correlation coefficient of 0.133, we can see that Organizational Performance, the independent variable, explains a considerable amount of the variance in Organizational Performance, the dependent variable.



**Table 13: ANOVA Table**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	160.228	1	160.228	4.863	.028 <sup>b</sup>
	Residual	8928.307	271	32.946		
	Total	9088.535	272			
a. Dependent Variable: Organizational Performance						
b. Predictors: (Constant), Employees' Perceptions of Human Rights Issues						

Table 13 of the analysis of variance shows how well the based-on data regression equation predicted the dependent variable. The table clearly shows that the dependent variable predictions made by the regression model are quite accurate. With a total p-value of less than 0.05, we can see that the regression model does a good job at predicting the outcome variable.

**Table 14: Coefficients Table**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.	t
		Std. Error	B	Beta		
1	(Constant)	2.520	50.149		.000	19.902
	Employees' Perceptions of Human Rights Issues	.076	-.167	-.133	.028	-2.205
a. Dependent Variable: Organizational Performance						

One can forecast the impact of "Organizational Performance" and find out if "Employees' Perceptions of Human Rights Issues" are statistically significant in the model using the data in coefficients table 14.

Objective: To assess the impact of incorporating human rights principles in organizational strategies on the organization's reputation and brand image.

Hypothesis: There is a significant impact of human rights integration on the organization's reputation and brand image.

**Table 15: Model Summary Table**

Model Summary				
Model	R Square	R	Std. Error of the Estimate	Adjusted R Square
1	.026	.161 <sup>a</sup>	4.41538	.022
a. Predictors: (Constant), Organization's Reputation and Brand Image				

The model summary, as shown in Table 15, demonstrates a strong degree of correlation. With a simple correlation R-value of 0.161, one can see that Integration of Human Rights, the independent variable, explains a sizable portion of the variation in the dependent variable.

**Table 16: ANOVA Table**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	141.259	1	141.259	7.246	.008 <sup>b</sup>
	Residual	5283.298	271	19.496		
	Total	5424.557	272			
a. Dependent Variable: Integration of Human Rights						
b. Predictors: (Constant), Organization's Reputation and Brand Image						

Table 16 of the analysis of variance shows how well the regression equation predicted the dependent variable or matched the data. The table clearly shows that the regression model makes a good prediction about the dependent variable. Since the sum of the model's forecasts for the result of the parameter is below 0.05 (i.e., 0.008), it may be concluded that the model used for regression adequately fits the data.

**Table 17: Coefficients Table**

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	30.087	2.597		11.586	.000
	Organization's Reputation and Brand Image	.198	.074	.161	2.692	.008

a. Dependent Variable: Integration of Human Rights

The data for making predictions about the "Integration of Human Rights" and the "Organization's Reputation and Brand Image" may be found in table 17 of the model's coefficients.

#### IV. DISCUSSION

As work Life balance is an essential factor both for the employees and organization. Maintaining WLB (Work life balance) in the workplace requires organization to amend basic human rights for all the employees. Therefore, Purwanto, A., (2020) explored the relationship between turnover intention in Indonesian pharmaceutical businesses and factors like remuneration, organizational commitment, and job satisfaction. The results revealed that organizational commitment had a negative effect on turnover intention and that remuneration had a favourable effect on satisfaction. However, pay had a negative impact on the intention to leave too. Soomro and Shah, (2019) investigated the impact of an entrepreneurial mindset and company culture on SMEs in Pakistan in terms of employee happiness, loyalty, and productivity on the job. The results showed that an entrepreneurial mindset was positively linked to organizational commitment and performance but did not have any noticeable impact on the latter. To support the argument further, the present study offers significant advancements in understanding the relationship between demographic characteristics, awareness of human rights principles, and their implications on job satisfaction and organizational performance. Unlike previous research, this study employs a robust quantitative approach, utilizing a large sample size and comprehensive statistical analyses to investigate these relationships. The inclusion of diverse demographic variables such as age, work experience, and educational qualifications provides a nuanced understanding of how different groups perceive and understand human rights principles.

On the other hand, Ocen, E., et. al., (2017) investigated the role that training played in fostering dedication among bank employees in Uganda. There was a favorable correlation between training and employee dedication, work happiness, and job satisfaction. Due to job satisfaction, the impact of training on commitment was partially transmitted, offering empirical support for future studies. While, Asrar-ul-Haq, M., et. al., (2017) examined the perspective of corporate social responsibility in Pakistani colleges with a focus on its impact on employee dedication and contentment in their work. The findings suggested a strong correlation between how employees perceived CSR and their level of job satisfaction. This indicates that universities actively included society, companies, and governments in order to promote sustainability. Furthermore, the present study's focus on employees' perceptions of human rights issues in the workplace and its impact on job satisfaction and organizational performance adds valuable insights to the existing literature. By employing rigorous statistical methods such as ANOVA and regression analysis, the study demonstrates the significance of these relationships, highlighting the importance of integrating human rights principles into organizational policies and practices for fostering a positive work environment and enhancing organizational reputation. Overall, the present study offers a more comprehensive and nuanced understanding of the complex dynamics between human rights awareness, job satisfaction, and organizational performance, contributing significantly to both theoretical knowledge and practical implications for organizational management and policy development.

#### V. IMPLICATION, LIMITATIONS, AND RECOMMENDATION FOR FURTHER STUDIES

The study "Human Rights Integration in the Workplace: Understanding Job Satisfaction, and Organizational Impact" has numerous implications. First and foremost, the results emphasize the significance of incorporating human rights principles into corporate policies and procedures in order to improve job satisfaction among employees. Organizations that give priority to human rights concerns are likely to establish a work climate that is more supportive and inclusive, resulting in increased levels of employee happiness and engagement. Moreover, the study emphasizes the favorable influence of incorporating human rights principles into organizational practices on performance. It suggests that businesses that are dedicated to preserving human rights standards are more likely to witness enhanced productivity, innovation, and overall effectiveness. Nevertheless, it is important to recognize and appreciate various constraints or restrictions. The results might

be skewed due to response bias and the fact that the study relied on self-reported data. In addition, it is difficult to draw conclusions about cause and effect from this study because it is cross-sectional in nature. One possible solution to these limitations is for researchers to incorporate objective measures of job satisfaction and organizational success into future studies using longitudinal methods.

To conduct more in-depth research, it is advisable to investigate how organizational culture and leadership style influence the connection between the incorporation of human rights, job satisfaction, and organizational impact. Moreover, doing research on the efficacy of particular human rights programs and interventions in various organizational settings could offer significant knowledge for professionals and decision-makers. Furthermore, conducting comparative research across various industries and nations could provide a more thorough comprehension of the intricate dynamics associated with the incorporation of human rights and its consequences for workplace results. In summary, conducting additional research in this field has the capacity to propel both theoretical understanding and practical approaches for fostering human rights in the workplace and improving organizational welfare.

## VI. CONCLUSION

In the end the study has provided insight into the crucial correlation between the incorporation of human rights in the workplace, the level of contentment employees experience in their jobs, and the resulting effects on the company. This research has offered useful insights into the intricate dynamics within organizational settings by conducting a thorough investigation of demographic factors, awareness of human rights principles, and their impact on job satisfaction and organizational success. The results emphasize the significance of incorporating human rights principles into corporate policies and practices, since they greatly enhance work satisfaction and organizational reputation. The study's meticulous quantitative methodology, employing powerful statistical analyses such as ANOVA and regression, has enhanced our comprehension of these connections and emphasized the necessity for proactive steps to foster awareness and implementation of human rights in work environments. In the end, by promoting a culture that values and upholds human rights, firms can boost employee contentment, enhance overall organizational effectiveness, and help establish work environments that are more inclusive and fairer. Therefore, this study proposes that the incorporation of human rights in the workplace should be given top priority as a key component of organizational management and development, with significant consequences for both individuals and companies.

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