

Neurogenetic and Cognitive Personality Traits in Legal Psychology: A Genome-Based Framework for Women-Centric HR Policies and Workplace Health

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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 guideline's, 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 the matrix (Indian neural genetics cognitive personality traits) INGCPT genome framework with legal SETEHA(safety's,equity's,ethical,tranquility,humanity's,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.

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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 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

Help in determining the health quotient variant in DNA subjective to his eating and lifestyle habits

The role of influence of neuro genetics determination in enhance the behaviour of humans with psychological support

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

The ethical security guidelines can 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 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

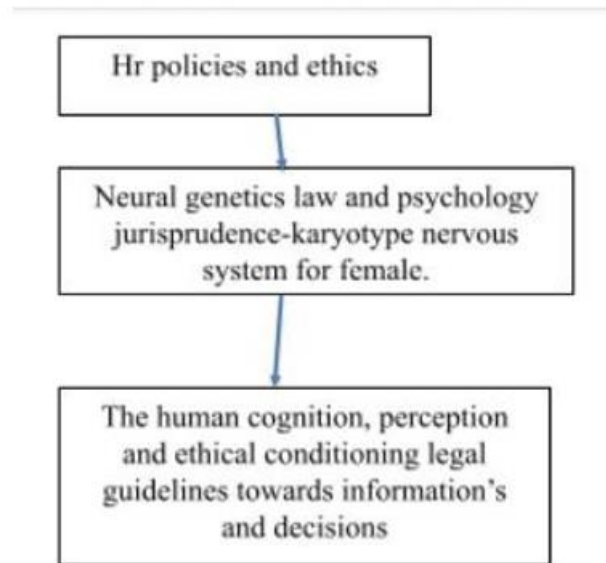


Figure 1: The configuration of neuro genetic hr policy framework

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 int 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, 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 NGCPT+SETEHA = neural genes + human behaviour+human brain personality traits+ intellectual quotient+emotional intelligence+legal quotient..... (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

$[a_{ij}]_{n \times n}$, is said to be a scalar matrix if; $a_{ij} = 0$, when $i \neq j$. $a_{ij} = k$, 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

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

$$\begin{bmatrix} pt + eq \\ 0. \\ 0. \\ Cs+pq. \\ 0 \\ 0 \end{bmatrix}$$

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

$$[pt + eq + Cs+pq+ NL+lq] = \text{Indian law code for Indian neural genetic cognitive personality traits framework} \quad (7)$$

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 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

The role of neuro genetic laws has direct influence towards the employee psychology support guidelines in the company.

To implement the chief neuropsychology officer could enhance the emotional psychological stability in the company
 The neuroscience with cognitive ethical guidelines could enhance the women psychology in the company
 To implement NGCPT in seteha framework could enhance the psychological support in the company
 Role of forensic psychology be associated with neuro genetics which could determine the human behaviour and support the positive psychology.

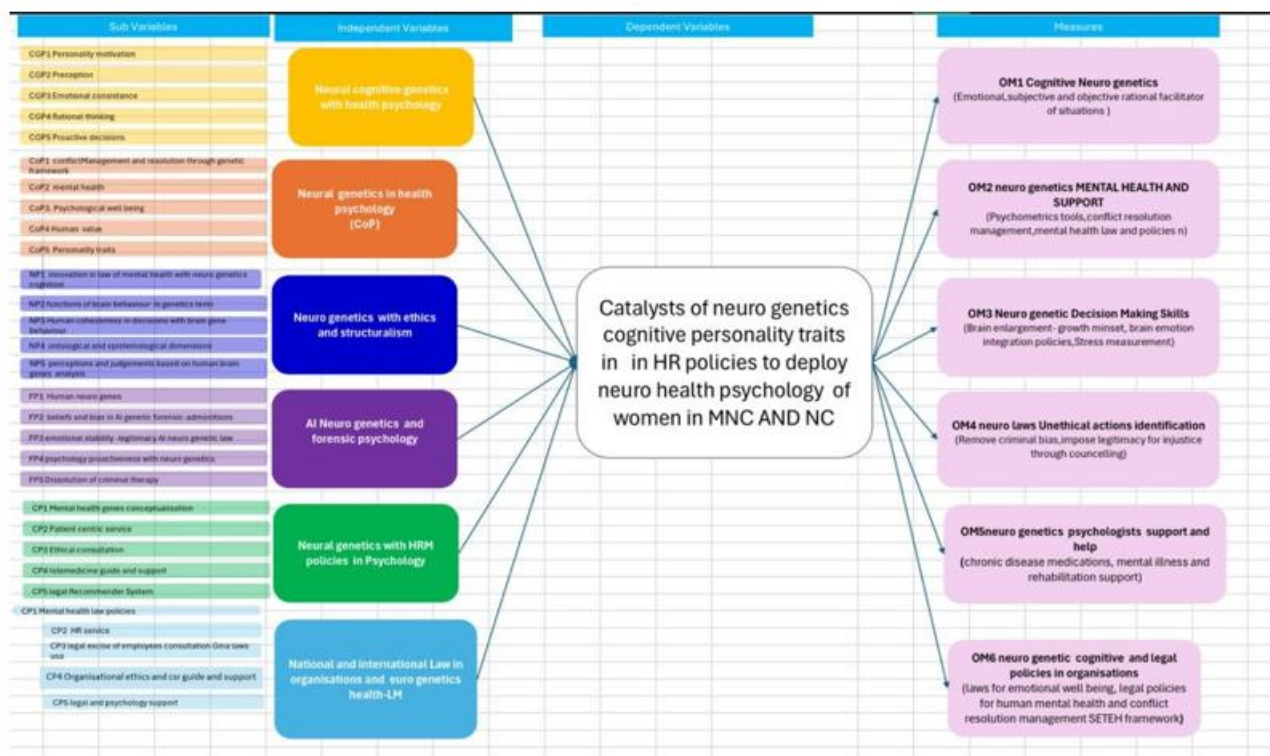
Research questions

How the role of neuro genetic laws has direct influence towards the employee psychology support guidelines in the company.
 Can implementing the chief neuropsychology officer could enhance the emotional psychological stability in the company
 Can neuroscience with cognitive ethical guidelines could enhance the women psychology in the company
 Can implementing NGCPT in seteha framework could enhance the psychological support in the company
 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

It is the need to propose a neuro cognitive human emotional health psychology consideration where the 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

youth can learn a and psychosocial of behaviours,

judge feelings may bias judgements

ethnic and gender,

jury decision making,

emotion and motivation.

emotions related to judgement and decision making

creativity of the psychology

coping responses,

access organisational complaint procedures

powerful effect on personal life ,

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

Kohlberg's six stages of moral development trace, free-standing

logic of equality and reciprocity, conception of fairness anchored in the share d conventions of societal agreement

morality from law,

Public Policy Issues, Contractual issues,

Tort liability issue, for penalty act,

policies are set by administration of any organisation.

neuroeuro, existence in the law.

limited knowledge, law in the courtroom limited to legal attackNeuroscience

, Law,,justice systems and the broader notion of justice itself.

Fukuyama's words in neuroscience

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 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 withAI 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 criminal justice system, dynamics of staff and offender relationships, culture of punishment and retribution-culture of community and healing intellectual measurement, psychological construct eyewitnesses identify cation, manipulations in their legal decision-making research psychologists studying legal decision marking, eyewitnesses identification, Ethics Code in general,ethical principles standards having specific implications for providing forensic services knowledge, skills, education, training, and experience regulation, statutes, and required or customary procedures, legal implications of certain forensic issues. death penalty standards having specific implications for providing forensic services, knowledge, skills, education, training, and experience, regulations, statutes, and required or customary procedures, legal implications of certain forensic issues. death penalty for a convicted murderer and rapist diagnosis psychopathy jury in mitigation penalty stage 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

Preposition:

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 race and ethnicity influence, nature and experience of harassment.

cause of the harassment,
radicalized sexual respond to the harassment, harassment,
women of color, social class, sexual orientation, or
dis- ability status.,
develop compre- hensive theory,
psychological research, lack of power.
attitudes about rape gender role
count gender inequality and discrimination
. Armed conflicts and natural disasters,
conceptualisation of race, gender, and other social categoriesCultural differences
primarily masculine. sexual harassment, protection from stigma and retaliation.
provide a safe environment
, iDiscrimination,demotivated
conflict management
product of the situation frontal lobe function
decision-making, behavioural control,
counter-factual thinking; and presentations
federal judicial system;
judges, lawyers, legislators,
legal scholars and the public,
lie detection, pain assessment, and punishment.

-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 evenAI 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

psychological concept,

credit on psychological HRM research

psychologists,

framework for a more integrated approach to HRM

research to which W/O psychology,therapist;

layer active role,

ethical dilemmas

lawyer client relationships,

psychotherapy,

information from other levels of employees middle managers responsible for implementing policies

strategically positioned from a resource-based perspective

corporate/global HR context of MNCs from emerging economies.

collaboration prediction tools and data-based interventions of treatment and punishment.

prediction tools and data-based interventions of treatment and

punishment. advances in technology, improved

cognitive models

traditional models of academic and folk psychology

stress-related mental symptoms in CG personnel.

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 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

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