



The Bright Side



THE HUMAN RESOURCE

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Healthy Minds at Work

You have a healthy **WORK - LIFE BALANCE**



You feel **VALUED AND RESPECTED**



Your **JOB DEMANDS** are reasonable



Your work is **CHALLENGING**



You are **SAFE** at work



Your employer supports **GROWTH AND DEVELOPMENT**



“Transition from Employee Well-being to Healthy Organization”

NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT
KARNATAKA CHAPTER

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Social Health with respect to Community Service

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Social wellness refers to the unconditional relationships we have and how we interact with others despite problems in. In deed, our relationships can offer support during difficult times. Social wellness involves building healthy, nurturing, and supportive relationships as well as fostering a genuine connection with those around us which starts from home. When people think of health, they often think of physical, might also think of mental health, something top-of-mind for many days But health has other dimensions which is very paramount. They are less visible but influence overall health and how one feels about his or her own life. One of these is social health.

One of the health surveys projection was globally, by 2050, the biggest man eater will not be HIV or Cancer / Covid, it will be loneliness leading to depression, no Countries are exception to this expected human catastrophe. Therefore, People relationships are the medicine for health social health. They can distract us, change our perspective, and also lighten the moment by making us laugh or sharing the load. Social health depends on connection to others. And social health supports health of an individual.

I feel it would appropriate to share some of my own experiences. I have had an opportunity to serve AKSHAYA PATRA, the world largest mid-day meal program, serving school going children across the Country in million. During the tenure, I have with my team had extensively travelled tribal and rural India all across including north east states. In one of the communes, I had a chance to stay with them in their own village close to Guwahati of Assam. Every things were surprises to me. They live only with needs not even desire or wants, they never had complaints against anybody, infect they were ever management which was very much part nature.

grateful to the nature and the place they live. To one of my questions that "if you do" you get more money. Their answer was "What do you do with more money"? questioned back to me. Further they say, we are very happy and we love our forest & the nature, god gifted to us. Further it is to be noted that Both their health & happiness index were very high basically attributable to their living & lifestyle management which was very much part nature.

Whereas, their world was their relationship, Love they have for each others, respect for elders finally living together with a common objective of Serving their jobs they get day today basis. The message I have derived out of this experience was that it was our mindset what required to be healthy socially & there was nothing more required to be healthy and Happy. Therefore, If some one is feeling down in the dumps or unmotivated, it might be because he or she need more social connection and support. As much as one need to pay attention to physical health, it's important to take steps to address poor social health. Here are some signs and examples of what social health is:

Balance your alone and social time - Everyone needs a different ratio of alone versus social time. Introverted people may need more solitude, but extroverted people might need the reverse. Either way, finding and striking the right balance means he or she socially healthy.

Assertive but not aggressive - communicating once own needs and he/she can do it without experiencing negative emotions. That is, don't feel angry or resentful when expressing needs. You also don't feel apologetic, fearful, or ashamed.

Treating others with respect - If people are respectful, it's a sign that they probably have their social needs met and not feeling threatened. One need not to bring others down to improve his or her self-esteem.

Fun at life - The pressures of life often get in the way of us having fun. Regularly making time for playfulness, social interaction, and activities with other people is a good sign that you prioritize maintaining social health.

Community participation - Whether volunteer at church or a nonprofit, play community sports, or help out at kid's school, volunteering and participating in neighbourhood are signs of positive social health.

Over and above or notwithstanding, the best way for better social health is community engagement or community service which is when you do something for someone else without the intentions of getting a reward or money. This service should benefit someone and it should be done because you would like to help and not because you are required to. Also, this service should involve you with members of your community in some way.

“Karmanyevadhikaraste Ma Phaleshu Kadachana,
Ma Karmaphalaheturbhur ma Te Sangostvakarmani”

The best example from Lord Krishna to Aurjuna in BHAGAVATHGEETHA. Do the job diligently, rest all leave it God, even not think off (Nakarmini) is the true community service. Building a slogan for healthy community is essential for the well-being of its members and the overall prosperity of the society. A healthy community is one that is inclusive, safe, and supportive of its members. It is a place where people can live, work, and thrive together even from industries prospect. The scope is massive for HR and even business leadership to play vital role in this respect. Statistics show that a sense of belonging to a community is linked directly to improved mental and physical health. According to a study by the National Institutes of Health, people who feel connected to their community are more likely to live longer, have lower rates of anxiety and depression, and report higher levels of overall

satisfaction with meaning full life.

In the context of the above, it is to be noted that the organisation is nothing but people an asset, not just the building & machineries. There is paradigm shift in organisational behaviour presently. The people don't like to be managed any more the “MANAGEMENT” term has already been obsolete which is and hence to be replaced with DEVELOPMENT or ADDING value to the lives. Developing people nothing but developing relationships, Serving communities. People development is community development paving way for Social Health. Taking into account these facts, the role of HR Managers are colossal. The Corporate Social Responsibilities (CSR) and Sustainability are added opportunities to enhance serving abilities of the Leaders. The definition of the sustainability is that finding solutions to the present problems while preserving resources for next generation.

Anything, adding value to the nature is a part of sustainability which is yet another great prospect one can look for.

Even to achieve good industrial tranquillity in an organisation, designing the Industrial Relation (IR) strategies applicable only to the people inside the Company, may not serve the purpose as they are not holistic, The strategies covering employees, Family members and community as a whole got to be devised & hence I see waves of opportunities for HR professionals and other people leaders, adding values to all these Social Health, Community Service, Sustainability & Corporate Social responsibility projects to ply & act up on, sounding better in action.