

Corporate Humanism: Integrating Level of ESG with Employee Well-Being in IT Sector

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ABSTRACT

This research paper investigates the integrating level of Environmental, Social, and Governance (ESG) with employee well-being in IT sector. Most of the IT sector focusing to improve their integrating level of ESG with employee well-being by practicing sustainable policies , green workplace practices and carbon footprint (environmental), workplace diversity and inclusion, health and safety policies, CSR initiatives (social), ethical leadership, transparency, employee voice in decision making (governance). The employee well-being dimensions involves psychological, physical, social, and career well-being. This study determine how the organization, especially IT sector sustaining in the market with these factors.

INTRODUCTION

Corporate Humanism focuses on treating employees with dignity, respect and fairness, prioritizing their well-being and development within the organisation. At the same time, employee well-being has emerged as a key concern, especially in the post-pandemic work environment, where issues like burnout, job dissatisfaction and mental stress have become more visible. Corporate excellence and responsible investing are being redefined by Environmental, Social, and Governance (ESG) concepts. ESG rules guarantee that businesses uphold sustainable development and enhance non-financial indicators including stakeholder participation, consumer happiness, market acceptability, societal ethics, and values. For all industries, including IT, higher ESG scores show a company's dedication to ethical business practices and increase its market value.

REVIEW OF LITERATURE

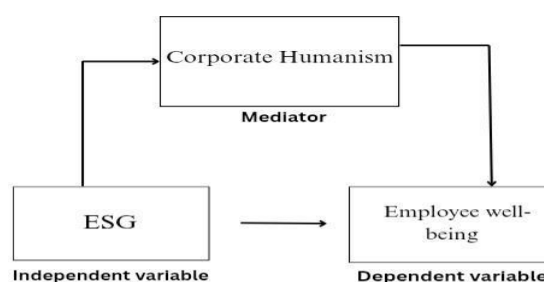
- Studies by Khan, Serafeim and Yoon (2016) suggest that companies with high ESG performance often enjoy better financial results and public image. In the IT sector, ESG activities can include energy-efficient data centres, diversity and inclusion programmes, and transparent governance policies.
- According to T Korobkina, Natalia Dashenkova (2025) , culture of dignity in IT industry is based on humanistic management, cognitive psychology etc. The model also covers micro level (intrinsic motivation, psychological security), meso-level (empathetic leadership), and macro-level (value coherence, institutional trust, cultural justice).
- Studies by Vui-Yee Koon (2024), corporate humanistic responsibility enhance employee well-being by focusing on perceived organizational support (POS) and homogeneous experiences (HEs).
- According to S Abdelhay (2022), Environmental, social, and governance (ESG) engagement is expected to benefit corporations in terms of their efficiency and sustainability.
- According to Kuifu Qiu (2024), businesses with environmental, social and governance factors aim for long term sustainability and enhance their reputations.

- Studies by Damanpreet Kaur , shows that policies that are focused on leadership and caring for employees in challenging work situations leads to enhance employee health and well-being.

OBJECTIVES

- To identify the benefits of ESG practices on employee well-being.
- To examine the relationship between ESG integration and factors such as mental peace, reduction of burnout.

CONCEPTUAL FRAMEWORK



Higher ESG integration → better policies and practices. When those policies are implemented in a human-centred way (corporate humanism), employees experience genuine benefits. This, in turn, leads to improved well-being.

ESG Integration Level → Corporate Humanism → Employee Well-being.

FINDINGS

- ESG practices improve well-being by giving better job satisfaction, good work-life balance, and a healthy workplace.
- Employees feel more peaceful when companies follow ESG because of eco-friendly practices and an inclusive work culture.
- Burnout is less in IT firms where governance is transparent, leaders are ethical, and HR policies are fair.
- Employees show more trust and engagement when ESG is part of company culture.
- ESG practices create a positive work environment where employees feel valued and motivated to perform better.

SUGGESTIONS

Link ESG with daily work culture – Avoid keeping ESG as a top-level policy only; integrate it into everyday work processes so employees can see and experience its benefits. Promote corporate humanism in leadership – Train managers to practise empathy, fairness and open communication, making human values part of decision-making. Focus on mental health – Include stress management programmes, counselling, and flexible work arrangements as part of the social component of ESG.

CONCLUSION

In conclusion, focusing on how the integration of ESG principles within IT companies influences the well-being of employees, and how corporate humanism can act as a connecting element. The findings are expected to show that ESG is most effective when combined with a genuine concern for people, rather than being treated as a formality. When employees see that environmental, social and governance practices are implemented with fairness, empathy and respect,

they are more likely to feel valued and motivated. This human-centered approach not only improves well-being but can also enhance organizational performance and reputation. In the long run, treating employees as partners in sustainability can help IT firms maintain both talent retention and social trust.

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