

# Psychological Safety in the Indian Workplace

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**Abstract:** This study investigates the pivotal role of psychological safety in fostering diversity of thought, inclusivity, and a robust learning culture within organizational settings. By leveraging existing research, this paper aims to broaden the application of psychological safety concepts at a larger scale. Through a quantitative analysis of data collected from 70 participants using Amy Edmondson's established questionnaire, the findings elucidate the significant impact of psychological safety on enhancing teamwork, creativity, and collaborative efforts in professional environments.

**Keywords:** Psychological safety, Workplace, Diversity, Inclusivity, Human Resource, Learner safety.

## 1. Introduction

Organizations all around the world are discussing diversity of thought, inclusivity, and fostering the learning culture. With so much going on, there has to be a binding force which makes workplaces a safe place to foster creativity through difference of opinion, thought and perspective. This research paper dives into the existing research that has been done in the field of psychological safety, and provides more insight into how we introduce the concept itself on a scale that is much bigger than it already is. As we will see, psychological safety can foster greater teamwork, creativity and better collaboration within organizations. For the research, 70 people were asked to fill out a form which consists of the series of questions Amy Edmondson had devised in order to gain insight into the state of psychological safety the respondents experience or have experiences in their teams at work.

## 2. Topics Covered

### A. The Variables of Psychological Safety's Consequences

- Knowledge-sharing
- Innovation
- Employer participation
- Job performance

### B. The 4 Levels of Psychological Safety

- Inclusion Safety
- Learner Safety
- Contributor Safety
- Challenger Safety

### C. The Relationship Between Diversity and Psychological Safety

The relationship between diversity and psychological safety is essential for understanding how diverse teams function. While diversity can drive innovation, it also creates communication challenges. Psychological safety, as introduced by Amy Edmondson, helps overcome these challenges by ensuring that team members feel safe to share ideas and take risks without fear. This section explores how psychological safety enables diverse teams to maximize their potential and improve performance.

### D. The Role of Leadership in Psychological Safety

Organizations are more likely to innovate quickly, realize the benefits of diversity, and adapt well to change when employees feel at ease asking for assistance, making informal suggestions, or challenging the status quo without worrying about facing social repercussions

### E. The Measurement of Psychological Safety

The study use the 7-item Edmondson scale (1999) is the most common tool used to assess psychological safety; it was initially created to assess psychological safety within teams.

### F. The Key Factors Influencing Psychological Safety

Key factors influencing psychological safety are crucial for effective team dynamics within organizations. These factors include individual characteristics, interpersonal relationships, and leadership styles. Individual traits, such as self-consciousness, affect employees' willingness to express themselves, while positive interpersonal interactions foster trust and reduce conflict. Leadership style is also significant; supportive and open leaders enhance psychological safety among team members. This section examines these factors and their collective impact on the psychological safety climate in organizations.

### G. Research Methodology

The research involves a primary data collection method using the online survey as a research strategy in which an online survey has been conducted with employees and students who have interned across various business sectors and organizations.

### H. Data Collection Method

The data collection method employed in this study is essential for understanding psychological safety in the

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workplace. Primary data was gathered through an online survey distributed to 70 participants from diverse organizations in India. The survey utilized questions based on the 7-item Edmondson scale, with minor modifications to suit the study's context. This approach allowed for the collection of firsthand insights into participants' perceptions of psychological safety. By employing a quantitative data collection method, the study aims to accurately assess the current state of psychological safety and its impact on workplace dynamics.

### I. Sampling Method

The sampling method used in this study is crucial for ensuring the validity of the findings regarding psychological safety in the workplace. A **probability sampling** technique, specifically random sampling, was implemented to select participants from various organizations across India. This approach allows each individual an equal chance of being included in the sample, enhancing the representativeness of the data. By utilizing random sampling, the study aims to capture a diverse range of perspectives and experiences related to psychological safety, which is essential for drawing reliable conclusions and making meaningful recommendations for improvement in workplace environments.

### J. Findings

The study found that while some elements of psychological safety are present, it remains underutilized. Many employees struggle with openly discussing mistakes and concerns, limiting opportunities for learning. Around 31.4% felt their skills were recognized, but more focus on contributor and learner safety is needed to encourage creativity. Interpersonal support was noted as important, though 41.4% still found it difficult to raise issues. While 44.3% did not feel excluded based on race or gender, 5.7% reported discrimination, highlighting the need for better inclusion efforts. Overall, the study emphasizes the need for greater openness, feedback, and inclusion to improve team dynamics.

## 3. Conclusion

This paper presented a study on the pivotal role of psychological safety in fostering diversity of thought, inclusivity, and a robust learning culture within organizational settings.

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