

“Role of Galatea Orientation, Resilience and Mindfulness among Healthcare Sector Employees in Odisha: Emerging Needs & Challenges”

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Abstract:

At present days, we located the Galatea impact is more seen in exclusive sectors wherein we try to formulate and give an explanation for two kinds of self-pleasing prophecy, called the Pygmalion effect (if a supervisor thinks his/her sub-ordinates will be successful, they may be much more likely to be triumphant) and the Gala tea effect (if a person thinks he will be successful, he/she is much more likely to succeed). In this connection, the researchers must attempt their degree satisfactory to justify the reason for the observation where we amplify a simple company model with moral threat and restricted liability through introducing a model of reference-established options (RDP) by way of k'oszegi and Rabin (2004). We show that the agent with excessive expectations approximately his performance may be brought about to pick high attempts with low-powered incentives. We then argue that the supervisor of the Human aid management department's expectation has an important role as an equilibrium selection tool whilst the level of the agent's capability is intermediate with several variables or constraints and so on. The impact of Galatea on personnel's behavior and their overall performance inside the fitness care quarter of Odisha kingdom, related to their Orientation, resilience, mindfulness, and its effectiveness are fantastically accelerated for which the organizational aim is completed.

Keywords:

Galatea effect in HR Practices (GEIHRP), Self- Efficacy (SE), Self-pleasurable Prophecy, (SFP) Pygmalion impact (PE), Orientation, Resilience and Mindfulness (ORAM),

1. Introduction:

The Galatea impact is certainly one of self-efficacy the notion and consideration of oneself and one's competencies and ability to prevail employees' beliefs approximately their potential to perform at a certain degree impact how they perform. The Galatea effect is a compelling factor in employee performance. The manager, who can help employees to accept as true within them and their efficacy, has harnessed a powerful overall performance development tool.

I'm certain you've got heard of the words, "self-pleasant prophecy." applied to the Galatea impact, these phrases mean that the individual's opinion about his capability and his self-expectancies about his performance largely determine his performance. If a worker thinks she can be successful, she will be able to in all likelihood prevail. Therefore, any movements the supervisor can take those growth the worker's feelings of fine which will help the worker's performance and their motivation for achieving organizational goal.

2. Research Back- Ground:

The Galatea Effect finds its roots in the tales of Greek mythology. The name “Galatea” comes from a story in which **a statue, carved by the sculptor Pygmalion**, comes to life because she believes in her own existence. In the

context of psychology, the Galatea Effect serves as a metaphor for the power of self-belief. It represents the principle that when individuals have strong confidence in their abilities and skills, they are likely to perform at a higher level, essentially bringing their full potential to life. Galatea is one of fifty Nereids who are the nymphs of the Mediterranean Sea. She is the daughter of Nereus and the Oceanid Doris, and Galatea's name means "**she who is white like milk.**" The statue version of Galatea brought to life is so named because she is carved from the palest alabaster ivory

The story of "**Pygmalion and Galatea**" is that of a young sculptor who creates his ideal woman out of ivory and falls in love with the statue, which he has named Galatea. Pygmalion prays to the goddess Aphrodite to make Galatea come to life and taking pity on him, Aphrodite does so.

3. Meaning & Concepts of Galatea Effect:

The Galatea Effect is a psychological concept that highlights the significant role of an individual's self-belief and confidence in their ability to perform tasks and achieve goals. Named after a mythological Greek figure who came to life through her own belief in her existence, this effect emphasizes how our perception of our abilities can shape our reality, leading to improved performance and outcomes.

4 . Literature Review:

In this section, the researcher has taken a good questionnaire related to the aforesaid research title "**Role of Galatea Orientation, Resilience and Mindfulness among Healthcare Sector Employees in Odisha: Emerging Needs & Challenges**" for collection of data from the respondents from thirty districts, targeted 3000 respondents out of getting **2629** respondent's responses are recorded in the data sheet, and discussed in statistical methods for testing its authenticity and genuineness related with the research Problem, on how believing in oneself can change outcomes?

In connection with this, researchers have taken both methods of data collection and studied 71 research Papers from reputed publishers related to the entitled research domain and finding the research gaps in their way but most of the information has been collected from the primary sources from 30 districts of Odisha and 10 reputed Pharmacy Companies and expected a good research work which will be focused on the aforesaid research objectives and domain.

A study published in the *Journal of Applied Psychology* (Stajkovic and Luthans, 1998) [1] found that self-efficacy, a critical aspect of self-belief, had a strong correlation with work-related performance. The study concluded that those with high self-efficacy tend to perform better in their jobs, where, good Strategies to enhance self-efficacy and self-belief in a better way. Research conducted by psychologist Carol Dweck [2] highlights the influence of self-belief on academic achievement. Her work has shown that students who believe in their ability to improve (growth mindset) typically have higher academic achievement than those who believe their abilities are fixed.

A survey conducted by the *Confidence Code* (Kay and Shipman, 2014) [3] found that confidence (which is intrinsically linked to self-belief) plays a significant role in career advancement. The survey revealed that professionals who expressed higher confidence were more likely to seek promotions and take on challenging projects. According to Barney, J. B., & Hansen, M. H. [4] (1994). Trustworthiness as a source of competitive advantage [Special issue]. *Strategic Management Journal*, 15, 175-190, found that the Galatea effect is more effective on employee performance in human resource practices and their behavior. According to Barney, J. B., & Hesterly, W. (1996). [5] *Organizational economics: Understanding the relationship between organizations and economic analysis*. In S. Clegg, C. Hardy, & W. Nord (Eds.), and so on (Please refer to reference section)

5. Research Objectives:

- To study the effect of Galatea on employees behavior and their performance in health Care sector of Odisha state, related to their Orientation, resilience, mindfulness and its effectiveness
- To study the Galatea effect upon an individual /Employee self efficacy which helps to increasing his/her performance in work place.
- To observe there is an actual increase in self –efficacy as well as increase in individual performance of employees in work place yes or no, and why?

6 . Research Methodology:

In this section, researcher has taken a scientific method of study for conducting his research work, followed with a good research design, questionnaire, research tools and techniques as prescribed by American Psychological Association (APA) guide lines

6.1 Method of Study: (Data Collection)

Researcher has followed both the method of study such as Primary sources and Secondary Sources (Published) for collection of various information from the respondents related to health care sector and its services by the Top Pharmacy companies in Odisha. Particularly hospitals, medicine distributors etc .

6.2 Hypothesis:

The following hypothesis has been taken by the researcher in order to justify its expected solution related to the aforesaid research Problem's

6.3 Null Hypothesis: [H₀]

- There is no major effect of Galatea on Orientation, resilience and mindfulness among healthcare sector employees in Odisha related to their performance in work place.

6.4 Expected Hypothesis: [H_e]

- There is a major effect of Galatea on Orientation, resilience and mindfulness among healthcare sector employees in Odisha related to their performance in work place

6.5 Alternative Hypothesis: [H_a]

- There is a Galatea effect upon an individual /Employee self efficacy which helps to increasing his/her performance in work place.

7.0 Concept of Galatea:

As the word Galatea Effect is concerned, it refers one of individual's thought processes of self-efficacy, where it focused on the belief and trust in oneself and one's abilities and potential to do something or succeed by him/her. For example employees' beliefs about their ability to perform at a certain level actually impact how they perform.

8.0 Role & Importance of Galatea Effect:

The Galatea effect has a widespread importance of self-belief and self-efficacy in personal, professional and business life of human beings. Here some of importance's Galatea effects are given below:

- Galatea effect has the pivotal role on **self-efficacy where it plays** in both personal and professional settings.
- The belief in our capacity to succeed influences our **motivation**, performance, and resilience in the face of challenges.
- In the professional world, the Galatea Effect can be seen in how individuals with high self-efficacy often outperform those with less confidence in their abilities.
- Conversely, in personal life, a strong belief in oneself can help overcome obstacles and achieve personal goals.
- An understanding and harnessing the Galatea Effect is a key ingredient in the recipe for success.

9.0 Theory of Galatea effect in HR Practices:

In human Resource Practices, the Galatea effect involves raising an individual's self-efficacy which results in an increase in performance. The Galatea effect only occurs if there is an actual increase in self-efficacy, as well as an increase in performance.

a) Transaction Cost Theory:

Transaction cost theory explains why firms exist (Barney & Hesterly, 1996). This theory argues that firms exist to reduce the cost of a transaction relative to what it would be in the market. This happens because the cost of opportunism is reduced in a hierarchy. Williamson's (1975) version of transaction cost theory is the most pervasive and is considered the core of transaction cost economics by several management

b) Agency Theory:

Agency theory seeks to answer the question "Do those associated with the organization agree about how it should be managed" (Barney & Hesterly, 1996)? Like trans-action cost theory, agency theory assumes that humans who work in an organization are bounded rational, self-interested, and prone to behave opportunistically (Barney& Hesterly, 1996; Eisenhardt, 1989). Agency theory differs from transaction cost theory in that it emphasizes the risk attitudes of principals and agents (Eisenhardt t, 1989).When one

partner (the principal) in an economic exchange delegates authority to another (the agent) and the principal's welfare is affected by the agent's choices, an agency relationship exists.

10.0 Types of Galatea Effect:

a) Pygmalion Effect in HRM:

The Pygmalion effect is a type of self-fulfilling prophecy (SFP) in which raising manager expectations regarding subordinate performance boosts subordinate performance. Managers who are led to expect more of their subordinates lead them to greater achievement.

10.1 Individual Effect:

The Galatea effect involves raising an individual's self-efficacy which results in an increase in performance. The Galatea effect only occurs if there is an actual increase in self-efficacy, as well as an increase in performance.

10.2 Self Efficacy Effect:

Self-efficacy is defined as our individual beliefs about our capabilities and our ability to produce desired levels of performance. To a great degree these beliefs determine how we feel, think and behave. This is the Galatea Effect, named after the stone statue of a beautiful woman created by Pygmalion.



Figure 1: Models of Relevant psychological studies and research supporting the Galatea Effect.



Figure 2: Key model of psychologists and their work related to this phenomenon

11. Real-life Examples of the Galatea Effect:

Now-a-days, most of organization or office the Galatea effect is visible in the real life of human Practice such as:

- Sports:** The realm of athletics provides compelling evidence of the Galatea Effect. Athletes often use visualization and positive self-talk as tools to enhance their self-efficacy. A prime example is Serena Williams, one of the most accomplished tennis players. She consistently expresses strong self-belief in her ability to win matches, which has been crucial in her remarkable success.
- Education:** In academic settings, students with high self-efficacy often perform better. A case in point could be a student who, despite initial difficulties with a subject, believes in their ability to understand and master it. With this positive self-belief, they invest extra effort and time, ultimately improving their performance.
- Business and Entrepreneurship:** The Galatea Effect is often seen in successful entrepreneurs. Take Elon Musk, for instance. His self-belief and conviction in his ambitious projects, from Space X to Tesla, have been instrumental in his success, illustrating the Galatea Effect in action.
- Arts and Performance:** In fields that require public performance, such as music or acting, the Galatea Effect is regularly on display. Consider Beyoncé, whose self-belief and confidence shine through in her powerful performances. Her self-assured presence and belief in her talent contribute significantly to her continued success.
- Personal Growth and Development:** On a more individual level, the Galatea Effect can be seen in personal development journeys. For example, someone striving to improve their fitness levels will likely be

more successful if they believe in their ability to achieve their fitness goals. Their self-belief can motivate them to stick to a workout regimen and make healthier lifestyle choices, leading to improved fitness and health outcomes.

f) The Power of Self-Belief :

Impact of positive self-belief on Performance, motivation, and personal growth

g) Performance Enhancement: Positive self-belief can significantly enhance an individual’s performance. Believing in oneself can foster resilience in the face of challenges and fuel the determination needed to persevere and achieve goals. This is a central aspect of the Galatea Effect, which demonstrates how strong self-belief can lead to better performance outcomes.

h) Motivation: Boost: Self-belief serves as a powerful motivational force. When individuals believe they are capable of achieving their goals, they are more likely to take the necessary actions and exhibit greater effort and persistence. This belief can make the difference between giving up and pushing forward in challenging situations.

11. Personal Growth and Development:

Positive self-belief also contributes to personal growth and development. It encourages individuals to step outside their comfort zones, tackle new challenges, and seek self-improvement opportunities. This growth mindset, characterized by a belief in one’s ability to grow and learn, can lead to significant personal and professional development

a) The Role of Goal Setting

Set SMART Goals: Specific, Measurable, Achievable, Relevant, and Time-bound (SMART) goals provide clear direction and make it easier to track progress. Achieving these goals can further reinforce your self-belief.

b). The Power of Positive Self-Talk

Maintain a Positive Inner Dialogue: Encourage a positive internal conversation. Instead of focusing on what could go wrong, visualize the steps you need to take to achieve success.

c)Visualization Techniques

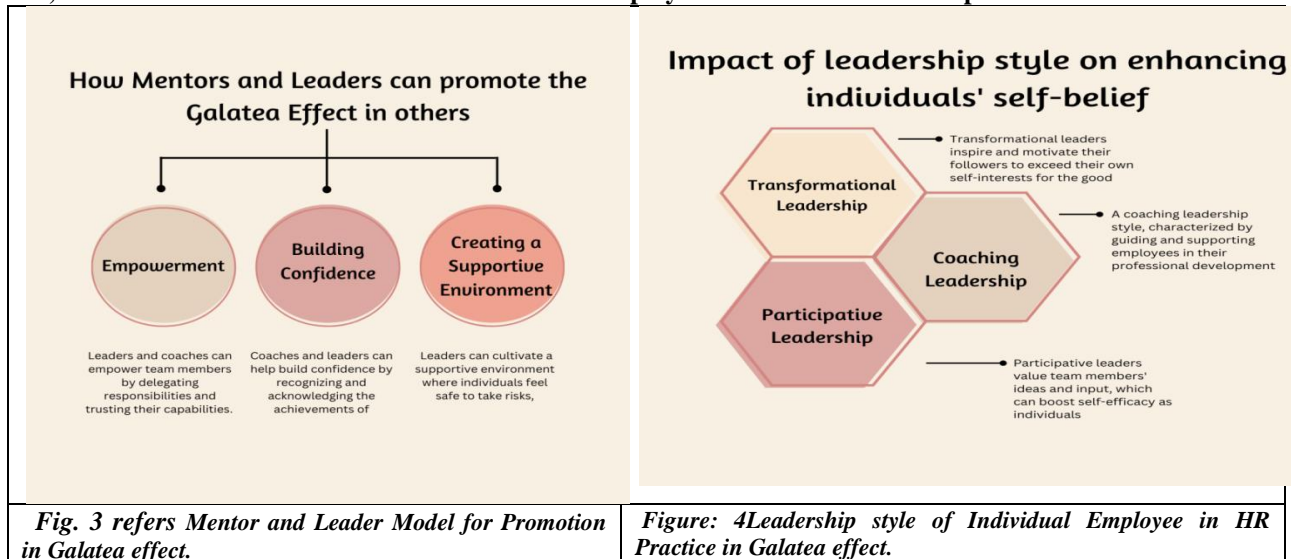
Practice Mental Rehearsal: Visualize the process of successfully completing a task. This can enhance self-efficacy by mentally preparing you for the task.

d)Constructive Feedback:

Seek and Utilize Feedback: Constructive feedback, whether from a mentor, peer, or self-evaluation, can help identify areas for improvement. Use this feedback to guide your personal growth and development. These strategies, grounded in psychological research and practical wisdom, can help individuals enhance their self-efficacy and self-belief, thereby harnessing the power of the Galatea Effect.

12. The Role of Leaders and Coaches in Facilitating the Galatea Effect

12,1 Mentors/Leaders Model of Galatea Effect on Employees Performance and Empowerment:



12.2 Empowerment:

Leaders and coaches can empower team members by delegating responsibilities and trusting their capabilities. This trust can boost individuals' self-belief, further enhancing their performance.

12.3 Building Confidence: Coaches and leaders can help build confidence by recognizing and acknowledging the achievements of team members. Positive reinforcement can significantly improve self-efficacy.

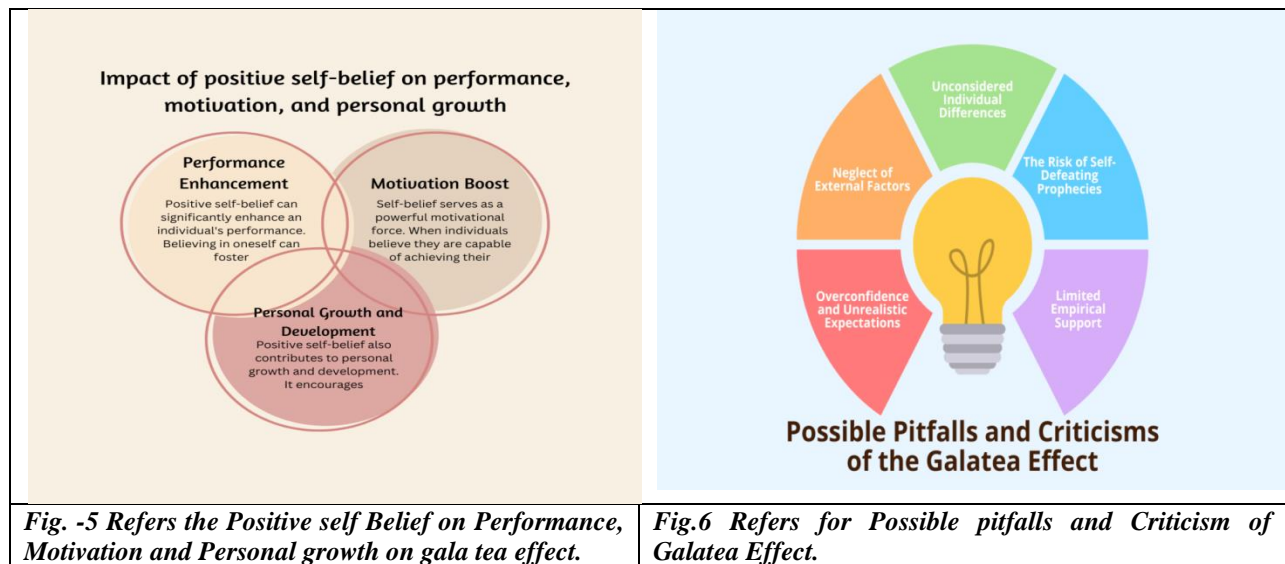
12.4 Creating a Supportive Environment:

Leaders can cultivate a supportive environment where individuals feel safe to take risks, make mistakes, and learn from them. This promotes a growth mindset, facilitating the Galatea Effect.

13, Models of Galatea Effect:

- a) Models for Impact of leadership style on enhancing individuals' self-belief
- b) **Transformational Leadership:** Transformational leaders inspire and motivate their followers to exceed their own self-interests for the good of the group. This style of leadership can enhance self-belief as team members feel inspired to perform beyond their own expectations.
- c) **Coaching Leadership:** A coaching leadership style, characterized by guiding and supporting employees in their professional development, can foster the Galatea Effect. By focusing on individuals' growth and providing constructive feedback, leaders can enhance team members' self-belief and performance.
- d) **Participative Leadership:** Participative leader's value team members' ideas and input, which can boost self-efficacy as individuals feel their contributions are valuable and significant.

Figure 5 and 6 : Models of Possible Pitfalls and Criticisms of the Galatea Effect:



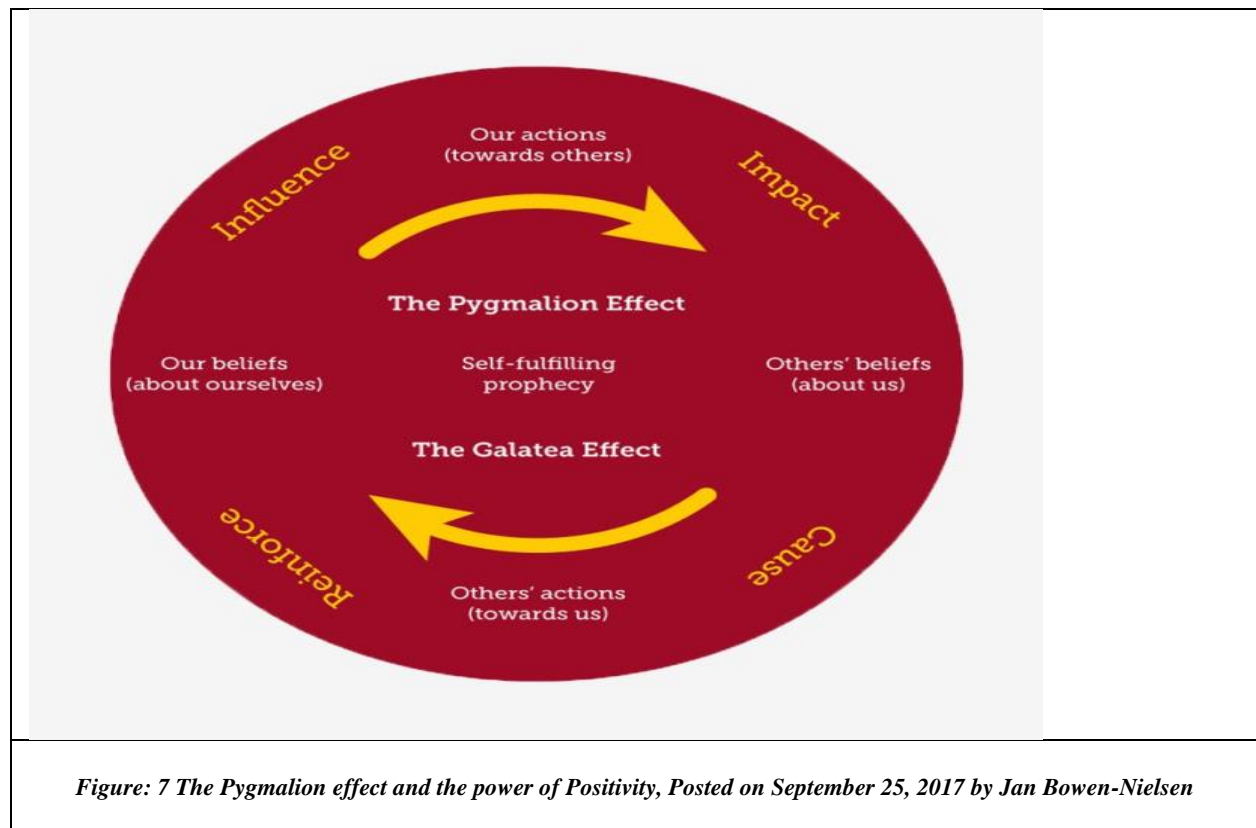
- e) **Overconfidence and Unrealistic Expectations:** While self-belief is essential, it can potentially lead to overconfidence if not kept in check. Overconfidence can result in setting unrealistic goals and expectations, leading to disappointment or failure. This illustrates the necessity for self-belief to be grounded in realistic self-assessment
- f) **Neglect of External Factors:** The Galatea Effect emphasizes the influence of individual self-belief on performance, possibly downplaying the role of external factors. For example, environmental conditions, available resources, and external support can significantly impact outcomes, regardless of an individual's self-belief.
- g) **Unconsidered Individual Differences:** The Galatea Effect might not be equally applicable to everyone, given people's differing personalities, capacities, and attitudes towards self-perception. Some individuals might find it more challenging to cultivate self-belief due to factors such as previous negative experiences or inherent personality traits.

- h) **The Risk of Self-Defeating Prophecies:** While the Galatea Effect focuses on positive self-fulfilling prophecies, it's essential to consider the opposite side of the coin. Negative self-beliefs can lead to self-defeating prophecies, wherein individuals expecting to perform poorly might unconsciously sabotage their performance, thus reinforcing their negative self-beliefs
- i) **Limited Empirical Support:** While there is substantial evidence supporting the concept of self-efficacy, there is less research specifically on the Galatea Effect. Some critics argue that more empirical research is needed to fully understand and validate the impact of self-belief on performance, separate from other influencing factors.

14 Process of Galatea Orientation:

Galatea Effect in Human Resource Practice (HRP) :

The Galatea effect is more of a self-fulfilling prophecy where, an individual's opinion and expectations of their own ability largely influences the quality of their performance. Put simply, if a team member thinks they can succeed, they will likely succeed, if they don't they will struggle.



15. Gala Tea effect in health care sector in Odisha:

In this section the researcher has taken as a sample survey from the respondents of 30 districts related to ten popular Pharmacy companies from India, those are providing the health care facilities in Odisha state . Here, the companies detailed are given below.

15.1 Top Ten Pharmacy Companies in Odisha:

Table: 1

S.L No	Company name & address	Service Sector	Area of Service	Business Turn over	Feed-Back (Ranking-2023)
01	Cipla Limited , Mumbai India	Heath Care	Cipla primarily develops medicines to treat respiratory disease, cardiovascular disease, arthritis, diabetes, depression, and many other medical conditions.	\$2,948 million	9th Position
02	Dr.Reddy'sLaboratories Hyderabad, India	Health Care	The Company's segments include Global Generics, Pharmaceutical Services and	\$11,200	2nd Postion
03	Zydus Life sciences Limited, formerly known as Cadila Healthcare Limited,	Health Care	Provide strong growth along with visibility of margins from its key markets. Given the vastness of its portfolio in the US,	\$ 7,497	4th Position
04	Biocon Limited is an Indian biopharmaceutical company based in Bangalore. It was founded by Kiran Mazumdar-Shaw in 1978	Health care	Brands like in sugen ®, Basalog ®, BIOMAb EGFR®, CANMAB™, and ALZUMAb® are among the leading brands in their respective segments.	\$ 3,917,	8th Position
05	Torrent Pharmaceuticals Pvt.Ltd . India	Health Care	Medicines for treatment of all types of diseases	\$ 7,863	3rd Position
06	Sun Pharmaceutical industries Pvt.ltd.	Health Care	Medicines for treatment of all types of diseases	\$33,482	1st Position
07	Lupin Pvt. Pharmaceuticals	Health Care	Medicines to treat heart, Lungs, cardio vascular diseases etc.	\$6,422	6th Position
08	Alkem Laboratories Limited	Health Care	Medicines for treatment of all types of diseases	\$ 5,193	7th Position
09	Glenmark Pharmaceuticals	Health Care	Medicines for treatment of all types of diseases	\$ 2,907	10th position
10	Aurobindo Pharma	Health Care	Medicines for treatment of all types of diseases	\$ 6,453	5th Position

15.2 Galatea effect on Employee's Performance in HR Practices on Top Ten Pharmaceutical Companies from District hospitals in Odisha:

Data table: II

Serial No	Name of District hospitals	Service Sector	Total No of Respondents (3000)	Respondent's						Percentage of Positive Response
				Male (45)		Female (45)		3 rd Gender (10)		
				P	N	P	N	P	N	
01	Angul	Health Care and Sector.	100	44	02	41	03	07	03	100
02	Boudh	Health Care and Sector.	100	43	03	41	03	08	02	100
03	Balangir	Health Care and Sector.	100	43	02	42	03	07	03	100
04	Bargarh	Health Care and Sector.	100	42	05	39	04	08	02	100
04	Balasore	Health Care and Sector.	100	37	05	43	05	8	02	100
05	Bhadrak	Health Care and Sector.	100	38	04	42	06	7	03	100
06	Cuttack	Health Care and Sector.	100	42	02	42	04	07	03	100
07	Debagarh	Health Care and Sector.	100	42	04	41	03	08	02	100
08	Dhenkanal	Health Care and Sector.	100	42	02	42	04	07	03	100
10	Ganjam	Health Care and Sector.	100	41	05	40	04	08	02	100
11	Gajapati	Health Care and Sector.	100	40	05	40	05	8	02	100
12	Jharsuguda	Health Care and Sector.	100	43	02	42	03	7	03	100
13	Jajpur	Health Care and Sector.	100	42	03	42	03	07	03	100
14	Jagatsinghapur	Health Care and Sector.	100	41	03	42	04	08	02	100
15	Khordha	Health Care and Sector.	100	42	02	42	04	07	03	100
16	Kendujhar	Health Care and Sector.	100	42	05	39	04	08	02	100
17	Kalahandi	Health Care and Sector.	100	37	05	43	05	8	02	100
18	Kandhamal	Health Care and Sector.	100	38	04	42	06	7	03	100
19	Koraput	Health Care and Sector.	100	41	04	42	03	07	03	100
20	Kendrapara	Health Care and Sector.	100	40	04	41	05	08	02	100
21	Malkangiri	Health Care and Sector.	100	44	02	42	02	07	03	100
22	Mayurbhanj	Health Care and Sector.	100	43	02	42	03	08	02	100

23	Nabarangpur	Health Care and Sector.	100	39	05	43	03	8	02	100
24	Nuapada	Health Care and Sector.	100	38	04	42	06	7	03	100
25	Nayagarh	Health Care and Sector.	100	42	02	42	04	07	03	100
26	Puri	Health Care and Sector.	100	42	03	41	04	08	02	100
27	Rayagada	Health Care and Sector.	100	43	03	42	02	07	03	100
28	Sambalpur	Health Care and Sector.	100	41	05	40	04	08	02	100
29	Subarnapur	Health Care and Sector.	100	38	05	43	05	8	02	100
30	Sundargarh	Health Care and Sector.	100 3000	39	04	42	05	7	03	100
				1229	105	1205	110	114	75	2629 /3000

15.3 Table: III Refers about the Categories of respondents *Employees, Doctors, Nurses, Pharmacists and Patients from various hospitals, health care sector in Odisha

S.L.No	Name of Pharmacy Company	Category of Respondent's	No. of Respondents (Target 3000) Each category is 60 (S.C M:25F:25and TG:10 ratio)					Percentage of respondent's
			Total	M +ve	F - ve	TG neutral	GT	
01	Cipla Limited , Mumbai India	a)Doctor	60	17	16	07	40	66.7%
		b)Nurse/ Pharmacist	60	20	18	06	44	73.33%
		c)Medicine Representative	60	15	17	08	40	66.7%
		d)Patient	60	21	18	06	45	75.00%
02	Dr.Reddy's Laboratories Hyderabad, India	a)Doctor	60	23	22	07	52	86.67
		b)Nurse/ Pharmacist	60	20	19	07	46	76.67%
		c)Medicine Representative	60	17	16	07	40	66.7%
		d)Patient	60	20	18	06	44	73.33%
03	Zydus Life sciences Limited, formerly known as Cadila Healthcare Limited,	a)Doctor	60	15	17	08	40	66.7%
		b)Nurse/ Pharmacist	60	22	19	07	48	80.0%
		c)Medicine Representative	60	23	22	07	52	86.67
		d)Patient	60	20	19	07	46	76.67%
04	Biocon Limited	a)Doctor	60	17	16	07	40	66.7%
		b)Nurse/ Pharmacist	60	20	18	06	44	73.33%
		c)Medicine Representative	60	15	17	08	40	66.7%
		d)Patient	60	21	18	06	45	75.00%
05	Torrent Pharmaceuticals Pvt.Ltd . India	a)Doctor	60	22	20	07	49	81.67%
		b)Nurse/ Pharmacist	60	20	19	07	46	76.67%
		c)Medicine Representative	60	17	16	07	40	66.7%
		d)Patient	60	20	18	06	44	73.33%
06	Sun Pharmaceutical industries pvt.ltd.	a)Doctor	60	15	17	08	40	66.7%
		b)Nurse/ Pharmacist	60	21	18	06	45	75.00%
		c)Medicine Representative	60	23	22	07	52	86.67
		d)Patient	60	20	19	07	46	76.67%
07	Lupin Pvt. Pharmaceuticals	a)Doctor	60	17	16	07	40	66.7%
		b)Nurse/ Pharmacist	60	20	18	06	44	73.33%
		c)Medicine Representative	60	15	17	08	40	66.7%
		d)Patient	60	21	18	06	45	75.00%
08	Alkem Laboratories Limited	a)Doctor	60	23	22	07	52	86.67%
		b)Nurse/ Pharmacist	60	20	19	07	46	76.67%
		c)Medicine Representative	60	17	16	07	40	66.7%
		d)Patient	60	20	18	06	44	73.33%
09	Glenmark Pharmaceuticals	a)Doctor	60	15	17	08	40	66.7%
		b)Nurse/ Pharmacist	60	21	18	06	45	75.00%
		c)Medicine Representative	60	23	22	07	52	86.67%
		d)Patient	60	20	19	07	46	76.67%
10	Aurobindo Pharma	a)Doctor	60	17	16	07	40	66.7%
		b)Nurse/ Pharmacist	60	20	18	06	44	73.33%
		c)Medicine Representative	60	15	17	08	40	66.7%
		d)Patient	60	21	18	06	45	75.00%
Total	Ten companies		3000	769	728	164	1771	59.03%
				76.9	72.8	16.4		

		Mean : EX/N= 1771/3000 59%					
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[Sources: Information's are created by Researcher himself with his own experience and field of study directly related to Health Department of Odisha

The state of Odisha State is spread over 155,707 Sq Km. area with 4.23 Cores of Population as per the Census 2022 and the reports are represented on the Table: 4 refers a demographic model of population, percentage of increase, sex ratio, literacy and density of population in district wise in Odisha related to Galatea effect on employees of health care service sector in Odisha

15.4: Table: 4 Demographic Models:

S.L No	District Name	Population	Increase	Sex ratio	Literacy	Density
1	Ganjam	3,529,031	11.66 %	983	71.09 %	430
2	Cuttack	2,624,470	12.10 %	940	85.50 %	667
3	Mayurbhanj	2,519,738	13.33 %	1006	63.17 %	242
4	Baleshwar	2,320,529	14.62 %	957	79.79 %	610
5	Khordha	2,251,673	19.94 %	929	86.88 %	800
6	Sundargarh	2,093,437	14.35 %	973	73.34 %	216
7	Jajapur	1,827,192	12.49 %	973	80.13 %	630
8	Kendujhar	1,801,733	15.35 %	988	68.24 %	217
9	Puri	1,698,730	13.05 %	963	84.67 %	488
10	Balangir	1,648,997	23.32 %	987	64.72 %	251
11	Kalahandi	1,576,869	18.07 %	1003	59.22 %	199
12	Bhadrak	1,506,337	12.94 %	981	82.78 %	601
13	Bargarh	1,481,255	10.02 %	977	74.62 %	254
14	Kendrapara	1,440,361	10.63 %	1007	85.15 %	545
15	Koraput	1,379,647	16.86 %	1032	49.21 %	157
16	Anugul	1,273,821	11.74 %	943	77.53 %	200
17	Nabarangapur	1,220,946	19.03 %	1019	46.43 %	231
18	Dhenkanal	1,192,811	11.80 %	947	78.76 %	268
19	Jagatsinghapur	1,136,971	7.50 %	968	86.59 %	682
20	Sambalpur	1,041,099	11.27 %	976	76.22 %	157
21	Rayagada	967,911	16.46 %	1051	49.76 %	137
22	Nayagarh	962,789	11.37 %	915	80.42 %	248
23	Kandhamal	733,110	13.10 %	1037	64.13 %	91
24	Malkangiri	613,192	21.62 %	1020	48.54 %	106
25	Nuapada	610,382	15.02 %	1021	57.35 %	158
26	Subarnapur	610,183	12.61 %	960	74.42 %	261
27	Jharsuguda	579,505	13.69 %	953	78.86 %	274
28	Gajapati	577,817	11.37 %	1043	53.49 %	134
29	Baudh	441,162	18.16 %	991	71.61 %	142
30	Debagarh	312,520	14.01 %	975	72.57 %	106

NB: [Source of Collection of Data "All information's are collected by the researcher from the Population Census 2011 and 2022 Related to the links of Dept. of Home, District Data, Cities/towns and States of Odisha [See the Table No -4]

16. Final Result Table:

Researcher are selected for experimental group, the employees of whom had received special effect of gala tea effect , and 3000 respondents in control group, whose teacher had received health care sector . In this study investigator has been collect male as experimental group and females as control group male are getting treatment (Transgender) did not get any treatment. The researcher used two following tools. (i) GEMS (Galatea Effect Measuring Scale) (ii) PMS (Performance Measuring Scale) and (GORMM) Galatea Orientation, Resilience, and Mindfulness Measurement, by experimenting the results are found

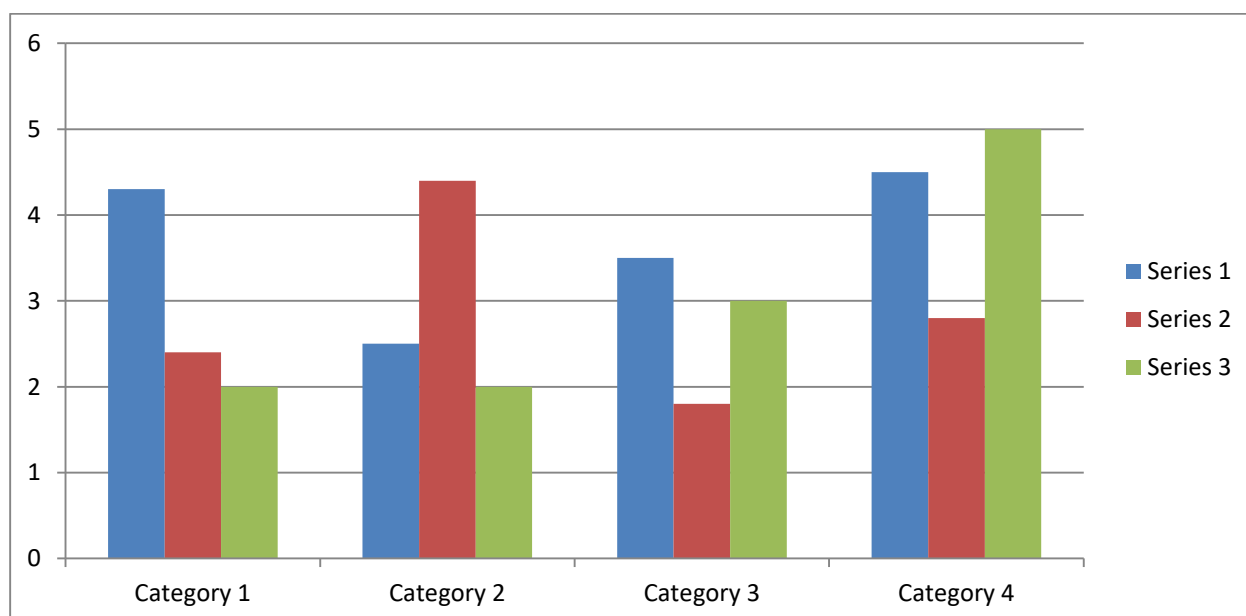
16.1: Table: 5 Galatea Effect and Measurement:

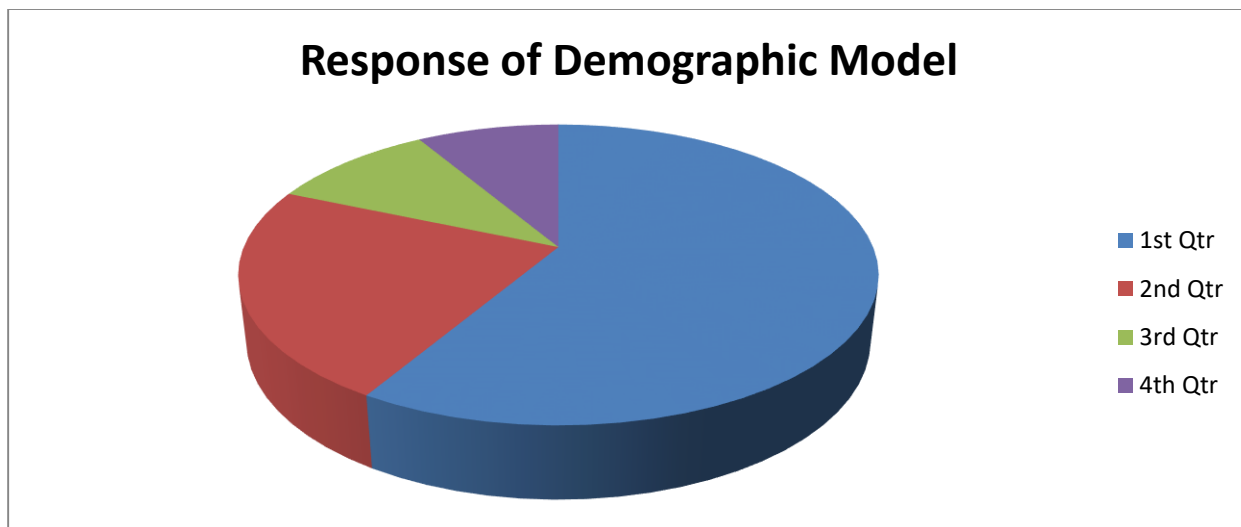
Variables	Test Measurement of	Experimental Group		Controlled Group		Performance Group	
		Mean	S.D	Mean	SD	Mean	S,D
Gala Tea Effect Measuring Scale	Pre measurement	76.9	8,76	72.8	8,53	16.4	4,049
	Post Measurement	81.67	9.037	76,8	8,76	18,2	4,266
	Interpretation	Significant	Significant	Significant	Significant	Significant	Significant
Performance measuring Scale	Pre measurement	79,54	8,918	79,20	8,899	19.7	4,438
	Post Measurement	80,0	8.944	80,0	8.899	16.52	4.064
	Interpretation	Significant	Significant	Significant	Significant	Significant	Significant
Galatea Orientation, Resilience, and Mindfulness Measurement	Pre Measurement	82,38	9.076	73.80	8.590	16.85	4.104
	Post Measurement	86.67	9.309	75.40	8.683	16,95	4,117
	Interpretation	Highly Significant	Highly Significant	Highly Significant	Highly Significant	Highly Significant	Highly Significant

16.2 Table: 6: Refers for Galatea effect on Category of Response, Open ended and Close ended and Close ended related to Variable I, II and III
Final Result table :

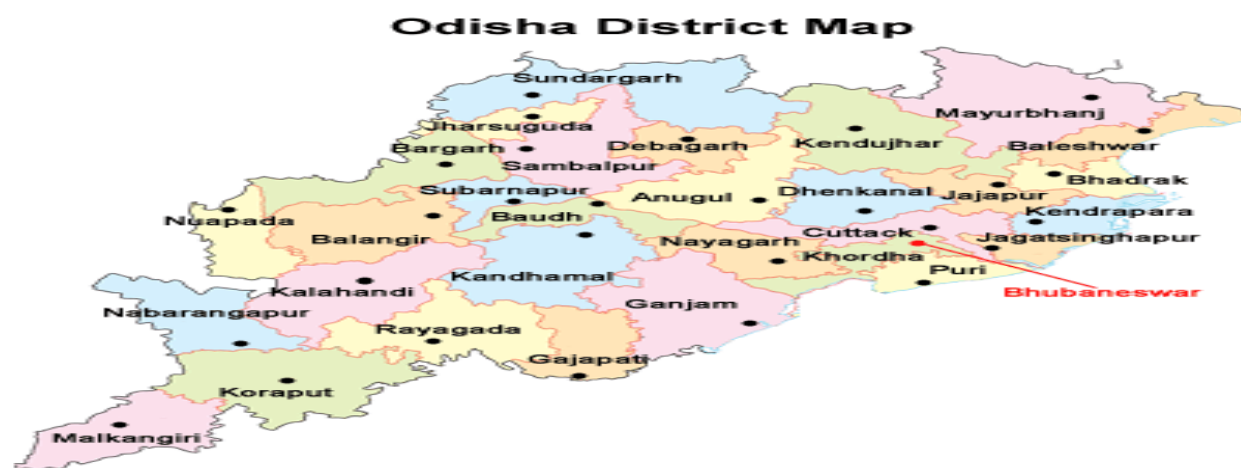
Variable	Category of Respondent	Total Respondent	Positive Response	Percentage of Response
Variable: I	Open ended	1000	779	77,9
Variable :II	Close Ended	1000	728	72,8
Variable III	Close ended	1000	858	85,8
Total		3000	2366	78,87

Graph: 1 Refers about the Semiotic Model of Demographic Response of Gala tea effect related to three variables in Bar Graph.





Graph: II Refers about the Semiotic Model of Demographic Response of Gala tea effect related to three variables in pie Chart.



17. Result Analysis:

From an intensive survey approach at some stage in Odisha, observed via a very good questionnaire related to the aforesaid studies title “Role of Galatea Orientation, Resilience, and Mindfulness among Healthcare sector personnel in Odisha: Emerging Needs & challenges” for collection of facts from the respondents from thirty districts of Odisha and focused 3000 respondents out of having 2629 respondent’s response and recorded inside the statistics sheet and mentioned in statistical methods for checking out its authenticity and genuineness associated with the research problem, related to the aforesaid research title which has effects and affect through the Galatea impact

18. Hypothesis Testing:

In this section, the researchers have taken three hypotheses such as null hypothesis (H_0), expected hypothesis (H_e) and alternative hypothesis (H_a) as related to the aforesaid research title, such as Null hypothesis (H_0) which means, there is no major effect of Galatea on Orientation, resilience, and mindfulness among healthcare sector employees in Odisha related to their performance in workplace. Alternative hypothesis: [H_a] states there is a Galatea effect upon an individual /Employee's self-efficacy which helps to increase his/her performance in the workplace. Finally, the aforesaid data tables and result tables proves that the Galatea effect has a greater impact on the employees of the healthcare sector regarding the role of Galatea orientation, resilience, and mindfulness among healthcare sector

employees in Odisha, and it is true and highly significant as per result table of mean difference and ratio value. Thus, the null hypothesis has been rejected and the alternative hypothesis has been accepted and justified.

19 .Research findings:

From the above evaluation of the final result tables, the researcher found that this study examined the “Galatea effect on employee’s behavior and the overall performance of numerous pharmacy corporations inside the healthcare zone in Odisha. The Galatea intervention on employees' minds helps motivate and improve self-efficacy, overall performance, orientation, resilience, and mindfulness enhancing self-efficacy at the character degree. The observation partially showed the "self-pleasant model" and encouraged extensions. The Pygmalion impact acts like a self-fulfilling prophecy since pre-gift beliefs inspire more paintings, each through using the character with expectations and the individual that is being anticipated. This mixed attempt increases the chance of achieving a degree of high quality to justify the cause for the statement wherein we make bigger a easier agency model with ethical threat and restricted legal responsibility via introducing a version of the Reference-Development Programme (RDP) cautioned by the manner of okay’oszegi and Rabin (2004). We display that the agent with immoderate expectations about his performance may be delivered about to choose high tries with low-powered incentives.

20. Conclusion:

In conclusion, the aforesaid discussions are proving that the following summary such as :

- a) The “Role of Galatea effect on orientation, resilience, and mindfulness among healthcare sector employees in Odisha” is an excellent research work done by the researcher which studies employee behavior, their mindfulness towards the Galatea effect upon 10 reputed pharmacy Companies of India and its branches located at 30 districts of Odisha, from the obtained result is highly significant and quite satisfactory.
- b) Again, the researchers have taken the story of the Pygmalion and Galatea effect which is quite well-known and popular in every aspect of human life. Pygmalion, a famous sculptor, falls in love with his creation and wishes to give this creation life.
- c) This study is a simple and imaginary concept that is the basis of a psychological understanding of employee behavior and their performance in different aspects of the corporate sector specifically in pharmacy companies.
- d) This research article focused on employee behavior, and their performance in the workplace in anticipation of the Galatea effect which is enhancing the behavior and employee work ability while HR Practices take Place.
- e) This research study is applicable in all segmentations of Corporate life as well as human life for getting good learning and training for enhancing future courses of work and research.

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