

Measuring the Influence of Social Humanity on Inclusive Community Development Using Correlation and Regression Analysis

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Article Info	Abstract
<i>Article History:</i> Received February 6, 2024 Revised February 12, 2024 Accepted March 13, 2024 <i>Keywords:</i> Social Humanity, Inclusive Communities.	<i>The paper explores how Social Humanity helps to create inclusive communities and makes it a strategic aspect of the study of management. Although the earlier studies have highlighted inclusivity either as a compliance requirement or as an element of corporate social responsibility, the current study redefines inclusivity as a relationship process based on empathy, compassion, and solidarity. Using a quantitative design, data were gathered by way of a structured survey of 300 participants who were sampled purposely and across a wide range of demographics. Social Humanity (Variable X) and Inclusive Communities (Variable Y) constructs have been assessed with validated Likert-scale measures, whereas the results were processed in SPSS 25. The descriptive statistics revealed that the perception of inclusiveness ($M = 3.80$, $SD = 0.90$) and support of Social Humanity ($M = 4.25$, $SD = 0.75$) was very high in the case of moderate perception. The results of inferential analyses showed significant ($r = 0.62$, $p < 0.001$) positive correlation between Social Humanity and Inclusive Communities and regression analyses resulted in the finding that age and socioeconomic status made significant but less significant contributions respectively. The results highlight the importance of understanding that inclusive community development is not maintained through structural processes but has to be purposefully nurtured through cultivating humanity-based practices in organizational and societal structures. The current study will add to the body of management knowledge because it puts Social Humanity in the category of quantifiable strategic capital, and it provides evidence that can be applied in leadership development, policy-making, and organization design. Finally, the practice of Social Humanity improves resilience, innovation and sustainable collective well-being.</i>

Introduction

Inclusive communities have already become the focus of the constantly evolving global outlook of societal evolution (Catacutan et al., 2023; Khabibullaevna, 2023; Porath, 2023). According to the principles of equality, diversity, and respect towards each other, inclusive communities strive to create environments that will enable people of varying origins to coexist among themselves in harmony, a feeling of community, and mutual prosperity. However, amid the ongoing discussions on inclusivity, the issue of the Social Humanity which is a multidimensional cluster comprising empathy, compassion and intertwined Ness has not been given the deep attention that it deserves within the framework of building networks.

It is important to establish the value of social humanity in the framework of inclusive groups at the start of this research journey. Students state; also, Heimborg et al. (2021) and Sabates & Barker (2024) argue that social humanity is not only about individual relationships. It embodies the ability of people to be deeply empathetic, understanding, and relating to each other in a way

that establishes a feeling of humanity that transcends across the borders of culture, ethnicity, and financial means. Although the literature has already addressed the problems of network formation and inclusivity, the discussion of the special role of Social Humanity in this story is a terra incognita in the majority of cases.

The basic need to have inclusive communities in the society today cannot be overemphasized. Biancardi et al. (2023) understand inclusion as both a mode of actualising morality, and a long-term practical mode of actualising morality (Montiel et al., 2021; Óskarsdóttir et al., 2020). Inclusive communities are more creative, stronger, and more competent to manage the complex issues of our globalized society. However, the mechanisms by which Social Humanity assists in building and sustaining such types of communities have not been studied in depth so far (Bondi et al., 2021; Zhanbayev et al., 2023).

This is an overview of goals to fill this gap through systematic exploration of the subtle interaction between Social Humanity and development of inclusive communities (Miar et al., 2024). Despite the importance of empathy and know-how in building inclusive environments found in the previous literature (Winters, 2020; Emery et al., 2021), our study is attempting to de-aggregate the concept of Social Humanity and the way it should change the community. In this way, we hope to provide a more detailed comprehensive expertise of the factors contributing to successful implementation and maintenance of inclusive communities (Kahu et al., 2020).

There is an incredibly vital need to capture the dynamism in society and the changing knowledge of inclusivity as we head into the unknown (McCauley & Palus, 2021; Worstell, 2020). The advanced network of relations that define the muse of Social Humanity is not often considered by the classical form of networking development (Allam et al., 2020). This understanding in Social Humanity is in line with the increased popularity of inclusivity not merely as a list of diverse demographics to be checked but a multi-faceted and interrelated network that must be developed (Gould et al., 2020).

Moreover, the intersectionality of social identities presents an additional dimension of complexity to the discourse of inclusivity. Other scholars, such as Salter et al. (2021) & Burke et al. (2020), have remarked about how numerous elements are accessible without reference to race, gender, and socioeconomic reputation, but are necessary to characterize the stressful state of affairs that ensues when it involves marginalized populations. Our study accepts and discusses those complicities, and proposes a complete information of the contribution of Social Humanity to circumvent and defeat the constraints imposed by the application of intersectionality, and enriches a supplementary nuanced method to social enhancement (Zeiss et al., 2021).

Since the global issues we face today, which encompass the effects of the COVID-19 pandemic, the ongoing fight against social injustice, and more, have never been more pressing, the desire to have inclusive groups has never been more urgent. The urgency of the question must not be more important than careful and duly-informed study (Kazemi & Tornblom, 2023). In responding to the largely uncharted territory of Social Humanity in the context of inclusive networks, this work aims to provide reasonable information and recommendations to policy makers, network executives, and those who believe that we can create a society where everyone can flourish. With an inquiry of the problematic nature of Social Humanity, we strive to contribute not only most fruitfully to the discourse on instruction but also to the process of creating a larger simply, equitable, and inclusive global community (Labanca et al., 2020).

Method

Research Design

The research design adopted in this study was a quantitative one to test the correlation that exists between Social Humanity (Variable X) and the growth of Inclusive Communities (Variable Y). A cross-sectional survey design was selected to ensure that the perceptions and attitudes of the participants were captured at one specific moment in time, and hence patterns and correlations of the two constructs could be identified. It was deemed to be a proper design since it allows the application of the inferential statistics to test the hypothesis of the relation and possible predictive power of Social Humanity on the development of the inclusive community.

Population and Sampling

The target population was represented by people with different demographic characteristics, such as age, gender, education, and socioeconomic status. Purposive sampling was utilized to achieve representativeness, as the population of interest was limited to the participants who were actively engaged in community-based activities, or who had experience with them. The researchers enrolled 300 participants. A small sample was selected so that it would be adequate to do a quantitative analysis since the generally recommended minimum sample size in correlation and regression analyses is 200 respondents. A relatively large sample size increased the reliability and the generalizability of the findings.

Research Instrument

A structured survey questionnaire was used to collect data and had three parts. The first was demographic questions that included the age, sex, and economic status. The second part was a measure of Social Humanity (Variable X), which consisted of questions that measured empathy, compassion, solidarity, and respect towards diversity. The third segment was called Inclusive Community Development (Variable Y), and it addressed aspects like equality, participation, belonging, and shared responsibility. The two constructs were operationalized based on the available measurement scales that were used in previous studies. The measurement was consistent since a five-point Likert scale was employed (i.e. 1 [Strongly Disagree]) to 5 [Strongly Agree]).

Validity and Reliability

The questionnaire was reviewed by experts in the fields of sociology and community development to ensure that the instrument is valid. Construct validity was supported with alignment to the existing theoretical framework. The reliability was checked in a pilot study involving 30 respondents and internal consistency was assessed in terms of Cronbach alpha coefficients. Both Variable X and Variable Y reported alpha of more than the recommended limit of 0.70 which shows strong internal consistency and reliability.

Data Collection Procedures

The electronic data collection was carried out through an online survey platform and made available and efficient. The participants were informed and provided with clear instructions and informed consent forms prior to participation. The survey link was sent by community networks, schools, and social sites to the target population. The study was voluntary, and anonymity was promised to participate in the study and be honest. The appropriate Institutional Review Board (IRB) of the university the research was done at provided ethical approval before the research was conducted.

Data Analysis Techniques

The SPSS version 25 was applied in processing and analysis of the data. Means, standard deviations and ranges were calculated first to summarize the central tendencies and variations in the dataset. In order to test the correlation between Social Humanity and Inclusive Communities the product-moment correlation of Pearson was used. The reason why this test was selected is that it quantifies the strength and direction of linear association between two continuous variables. Moreover, multiple regression analysis was done to find out how effective Social Humanity is in predicting Inclusive Community development, after eliminating demographic variables, including the age and socioeconomic background. To test the soundness of the statistical models, the assumptions of normality, linearity, homoscedasticity, and multicollinearity were tested before the analyses were run.

Result and Discussion

Based on the theoretical framework and methodological rigor described above, the next section provides the empirical results of the quantitative analysis of Social Humanity and Inclusive Community development. The descriptive statistics present a preliminary picture of the trends in the dataset, which illustrates how participants define and value humanity-cantered practices. The latter are supplemented by inferential tests such as correlation and regression tests which establish the degree to which Social Humanity is a predictor of inclusive outcomes in communities. Being this structured in terms of presenting the results will not only provide the report with the necessary clarity and transparency but also create the context needed to discuss the issue of how humanity-cantered values can be systematically incorporated into management and community development practices.

Table 1. Descriptive Statistics for Variable X (Social Humanity)

Descriptive Statistic	Variable X
Mean	4.25
Standard Deviation	0.75
Minimum	2.50
Maximum	5.00

The Table 1 results show that participants indicated that they had a high Social Humanity score, with an average rating of 4.25 out of 5. The standard deviation (0.75) is not that high, that is why the answers were quite similar and a great number of participants accepted that empathy, compassion and solidarity in community life represent quite significant values. The lowest score of 2.50 and the highest score of 5.00 point to some deviation, but most of the answers were concentrated on the higher level of the scale.

Table 2. Descriptive Statistics for Variable Y (Inclusive Communities)

Descriptive Statistic	Variable Y
Mean	3.80
Standard Deviation	0.90
Minimum	2.00
Maximum	4.50

The scores in Variable Y indicate that there is a moderate perception of inclusiveness among communities as the mean score is 3.80. The standard deviation equals 0.90, which indicates a

high variation compared to Social Humanity (range of opinions and experience is broader). The average scores fell between 2.00 and 4.50 that is, a high percentage of those who responded answered the inclusive practices positively however, the others did not respond to the inclusiveness positively that is, the inclusiveness is not universal in all situations in the community.

Table 3. Pearson Correlation between Social Humanity (X) and Inclusive Communities (Y)

Variables	Mean	SD	1 (X)	2 (Y)
Social Humanity (X)	4.25	0.75	1	
Inclusive Communities (Y)	3.80	0.90	0.62	1

The results show that Social Humanity and Inclusive Communities have moderately high positive correlation ($r = 0.62$, $p = 0.001$). This is an indication that people who are more emotional, sensitive and united (Social Humanity) will view their communities as more accepting.

Table 4. Model Summary for Regression Analysis

Model	R	R ²	Adjusted R ²	Std. Error of Estimate
1	0.67	0.45	0.44	0.67

Inclusive Communities ($R^2 = 0.45$) is explained by the regression model (45 percent). It means that both Social Humanity and demographic factors collectively explain almost 50 per cent of variability in perceptions of community inclusiveness and this is a significant amount in terms of social science research.

Table 5. ANOVA for Regression Model

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	108.50	3	36.17	80.00	0.000
Residual	133.75	296	0.45		
Total	242.25	299			

The regression model is statistically significant $F(3, 296) = 80.00$, $p = 0.001$. This implies that the predictor combination, i.e., Social Humanity, Age, and Socioeconomic Status, does a significant improvement over prediction of Inclusive Communities, rather than by chance.

Table 6. Regression Coefficients Predicting Inclusive Communities

Predictor Variables	B	SE(B)	Beta	t	Sig.
(Constant)	1.20	0.18	—	6.67	0.000
Social Humanity (X)	0.55	0.05	0.58	11.00	0.000
Age	0.08	0.03	0.12	2.67	0.008
Socioeconomic Status (SES)	0.10	0.04	0.14	2.50	0.013

It has been found that it is Social Humanity that most predicts Inclusion Communities ($B = 0.55$, $p = 0.001$). This indicates that increased empathy, compassion, and social solidarity have a significant positive impact on the feeling of inclusivity. Other factors with small but significant effects include age ($B = 0.08$, $p = 0.008$) and socioeconomic status ($B = 0.10$, $p = 0.013$) since older people and those with higher SES are more likely to view communities as more inclusive.

Strategic Importance of Social Humanity in Inclusive Management Practices

The research results of this paper illustrate the strategic significance of Social Humanity in the development of inclusive communities, which has been increasingly being identified by

management studies as a core of sustainable organizational and community development. Unlike previous studies that have focused on inclusion as a mandatory requirement or a feature of a corporate social responsibility model (Gould et al., 2020; Allam et al., 2022), the current study offers empirical data that inclusion is not maintained solely by structural arrangements but by the practice of empathy, solidarity, and compassion between people (Heimburg et al., 2021; Winters, 2020). It suggests that including will still remain a purely peripheral, aspirational concept in the eyes of the management research community rather than an ability of an organization, which directly influences resilience and well-being (Montiel et al., 2021; Óskarsdóttir et al., 2020).

In terms of management, Social Humanity serves as intangible capital that enhances trust and cooperation as well as abilities to find solutions to a problem collectively. A number of management theoreticians have also suggested that social capital and relational competencies are becoming more important in coping with global pressures (McCauley & Palus, 2021; Catacutan et al., 2023). The quantitative evidence in this research confirms those arguments, indicating that investments in the development of supportive leadership, open communication, and involving decision-making directly translate into inclusive results (Emery et al., 2021; Bondi et al., 2021). Instead of viewing inclusivity as an organizational structural mechanism, managers should consider it a moving aspect that is fed by social humanity practices anchored in organizational cultures (Bernacki et al., 2021; Salter et al., 2021).

Its consequences are not restricted to organizational cultures but to policy-making and governance at the community level. Empirical research on sustainable community development has demonstrated numerous times that inclusivity improves the ability to adapt and innovate in times of crisis (Biancardi et al., 2023; Worstell, 2020). Indeed, the COVID-19 pandemic left those countries with weak governance exposed to the rest of the world without engaging in an empathetic manner with the marginalized groups (Dhanani & Franz, 2021). On the other hand, a society and institutions that envisioned the values according to humanity were in a position to keep cohesion intact and offer equal opportunities in accessing resources (Kazemi & Tornblom, 2023; Sabates & Barker, 2024). These trends are supported by the current results and highlight the managerial role in enacting inclusion as a moral and strategic strategy rather than a compliance strategy.

Moreover, the role of intersectionality is not something to be underestimated. Burke et al. (2020) and Salter et al. (2021) keep reminding us that, inclusivity is mediated by overlapping issues including gender, ethnicity and socioeconomic class. The present research demonstrates that, although Social Humanity has an overwhelming positive impact, demographic attributes such as age and socioeconomic status still impact inclusivity perception. This nuance requires managers to factor in intersectional dynamics when constructing community and work practices and understand that inclusion will not be achieved through universalistic modalities, but instead be situation-specific (Rengifo & Laham, 2022; Zhanbayev et al., 2023). This, in practice, means that managers should develop engagement interventions in such a way that they take into account the differences in vulnerabilities and strengths of groups and, therefore, become truly inclusive rather than diverse on paper.

Another theoretical contribution of this study is that it re-positioned Social Humanity as a quantifiable construct in the management scholarship. Traditionally, such notions as empathy or compassion were pushed to the backburner at the expense of more Agile performance

metrics (Gould et al., 2020; Bernacki et al., 2021). However, according to researchers such as Labanca et al. (2020) and Zeiss et al. (2021), to be future-oriented, managers need to consider intangible, relational aspects when developing strategic models. This study advances the development of new models of performance evaluation that incorporate humanity-based measures of performance in addition to financial or operational outcomes by empirically showing that a significant relationship exists between Social Humanity and inclusive outcomes (Miar et al., 2024; Porath, 2023).

Significantly, this study has managerial consequences in the development of leadership. The absence of limitations on communication and awareness social events and equality of praise predetermined the outcome of the engaged and committed and creative workers (Emery et al., 2021; Óskarsdotir et al., 2020). The empirical connection, which developed here, requires a revision of leadership training programs within the corporate and community environment. Rather than maintaining the emphasis on technical and financial skills, the development of leadership should deliberately train the relational and empathic skills (Heimburg et al., 2021; McCauley & Palus, 2021). This is consistent with Gould et al. (2020), who identified that the organizations that were identified as inclusion-oriented invested in the development of leaders capable of bridging interpersonal and structural differences in a systematic manner.

The international aspect should be taken into account, too. As the world continues to grow more global and intercultural, Social Humanity is a way of uniting the world beyond national and cultural ties. When speaking about smart cities, Allam et al. (2022) emphasize that global challenges cannot be resolved without human-centered approaches toward sustainability. This trend is consistent with the findings of this research and indicates that management practices based on humanity is more likely to respond to environmental, social, and technological shocks (Montiel et al., 2021; Catacutan et al., 2023). The latter also echoes the position of Kazemi & Tornblom (2023), who claim that influential contributions to management should not be based on the efficiency logics but on social justice and equity.

Lastly, there are numerous implications on future research. Even though this study shows that Social Humanity is a significant consideration in the formation of inclusive communities, subsequent studies should look at the long-term implications and cause and effect relationships. As an example, are inclusive communities developed based on social humanity associated with observable enhancements in innovation, resiliency, or financial sustainability? Available evidence of inclusiveness and its capacity to advance learning and adaptation outlined by Bernacki et al. (2021) and Biancardi et al. (2023) remains at its early phases, and solid longitudinal data are yet to be presented. Besides, with the increasing pace of technological change, including AI and digital transformation (Bondi et al., 2021; Allam et al., 2022), the merging of humanity-friendly values into digital systems will become one of the burning management research areas.

Conclusion

As it has been shown, Social Humanity is a determinant of inclusive communities and thus a crucial intangible resource in the management studies. Through the quantitative analysis of the connection between Social Humanity and the development of an inclusive Community, it is demonstrated that empathy, compassion, and solidarity are not values of peripheral significance, and they are strategic forces of cohesion, trust, and resilience. The high predictive value of Social Humanity together with the modulating effects of age and socioeconomic status

indicate that inclusivity cannot be realized by mere structural interventions but must be fostered by practices that are based on humanity and are part of organizational and community life. Its implications cut across the managerial, organizational and policy sphere. To managers, the present study portrays the need to incorporate Social Humanity in the leadership development systems, decision systems and performance evaluation systems. It offers empirical evidence to communities and policy makers, that without intentional development of relational competencies, beyond compliance or demographic targets, inclusiveness is impossible. This paper will help to reverse the trend in management scholarship by filling the gaps between theory and practice and making management scholarship more holistic and justice-centered. Finally, creating Social Humanity is both an ethical solution to inclusive communities and a strategic means of becoming innovative, resilient and capable of sharing prosperity on a sustainable scale.

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