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Interdisciplinary Integration Assignment

Paid parental leave is a vast issue for countries all over the globe. Within our own nation especially, the United States, it is the only industrialized country that does not provide a guaranteed paid parental leave policy based on information collected from the World Policy Analysis Center. The Family and Medical Leave Act, otherwise known as the FMLA, provides unpaid leave for new parents for up to 12 weeks. However, as it provides no financial compensation, this creates a variety of potential problems for new parents struggling to meet financial needs, mental health issues, and psychological familial impacts. The complexity of the problem is defined around how parental leave cannot produce a strong and efficient solution without looking at the particular problem from multiple different aspects and disciplines.

As multiple disciplines are utilized to find a solution towards paid parental leave, business is an essential discipline whose phenomena focuses on management, financial planning, and economic security. As a business grows, employees not having access to PFL can create a negative environment for both employees and consumers when deciding whether or not to support a business. This is where business as a discipline and the phenomenon of management would be utilized to determine a policy that is beneficial to new parents and their financial security. Management will analyze financial and accounting reports to allot necessary funds towards the PFL policy. This leads into the Incentive Motivational Theory, also known as IMT. IMT supports PFL because it states that when there is an incentive, employees are inclined to appreciate the company, leave good reviews, and have an overall mutual and beneficial relationship with the business. Within the discipline of business, managerial impact and the Incentive Motivational Theory provide the foundation for how to combat the financial burdens of PFL.

Secondly, the discipline of computer science and its phenomena provide an understanding of PFL through algorithms, user experience, and computers. Computer science is able to use past data and reports to develop an algorithm to determine information based on finances, employee surveys, and even potential future circumstances. The Complexity Theory helps programmers to group a variety of problems and determine the best potential outcome for the entirety of the problem. This theory relates to PFL as it will be used within the workplace to understand the effects of salary, race, sex, and class quality. As each of these factors are constantly changing each year, the theory will aid in figuring out birth rates and calculating potential PFL expense factors for upcoming years. Computer science especially excels in what methods are used, for instance, simulations and prototypes. Simulations will be necessary in collecting data and determining positive outcomes and possibilities towards PFL.

Lastly, psychology is arguably one of the most important disciplines when providing the mental impacts of unpaid family leave. The phenomena psychology studies include cognitive studies, emotions and behavior, and mental health. Unpaid family leave affects new parents, especially new mothers, as they are increased to multiple psychiatric disorders like PTSD, depression, and anxiety. The stress and mental toll it takes on new parents affects them in ways that create a difficult time psychologically. With the discipline of psychology, understanding the phenomena of mental health, emotions and behavior, and familial trauma will aid in creating a

safe space for people to work in. Especially after the Roe v. Wade overturn, people are more scared than ever about having children and suffering from having no policy for paid family leave. Qualitative analysis within psychology including focus groups, interviews, and reports will help decision-makers understand the cognitive affects and benefits towards PFL.

The most substantial disagreement is that each of my discipline's phenomena are likely to clash because psychology is used to understand the mental effects of parents, workers, and children, business is used to understand the economic and financial circumstances, and computer science is used to determine probability and outcomes through data analysis and projections. This disagreement makes the business and computer science discipline more inclined on producing a positive revenue based on numbers and future outcomes without a care for new parents while psychology on the other hand prioritizes mental health and emotional behaviors of new parents. Therefore, when implementing a PFL policy, the phenomena of business and computer science only focus on revenue and minimizing PFL expenses without any consideration towards the psychological affects it brings to their employees.

The common ground between my disciplines is that each of my disciplines are focused on the positive outcomes relative towards the data collected through their own respective methods. Each discipline requires simulations, surveys, reports, and interviews. As all the data is measured through each discipline, computer science and business are driven through positive outcomes and revenue which in turn these disciplines do not focus on the mental well-being of the employee. Psychology, respectively, does the complete opposite and puts the mental health of the person first. The solution to the problem of parental leave is to take the measurable benefits from each discipline and transform them into a cohesive solution. To do this, business and computer science people must take into effect that employees are more productive when they believe that they are working for a cause or an incentive. This is where psychology comes in, psychologically when new parents know that they will be financially sound with a PFL policy, they will be able to return to work with ease which will increase overall morale, workplace motivation, and productivity levels.