



Psychology, Health, Literature, and Management: An Integrative Systematic Review of Their Interdisciplinary Connections

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Abstract

Introduction: Traditionally psychology, health, literature and management have grown as separate fields of knowledge, but now many modern societal and organizational issues require an interdisciplinary approach to be resolved. Psychological mechanisms affect health-related behaviors, wellbeing, learning, interpersonal relations, workplace productivity. Literature helps to understand emotions, identity, pain, empathy, conflicts and human relations, while management offers organizational context where wellbeing of individuals and teams can be facilitated. This review explores the connections between psychology, health, literature and management and highlights areas where collaboration between these disciplines is possible.

Methods: This study used a systematic integrative literature review design. Peer-reviewed publications, systematic reviews, meta-analyses and bibliometric studies on the topic were found via searches in PubMed, publishers' databases, DOI-indexed scientific publications, NepJOL and other appropriate repositories. Prioritization was made in favor of recent publications from 2021 to 2026, but seminal theoretical and methodological works were kept where needed to provide explanations for certain established concepts. The inclusion criteria included research related to psychological wellbeing, health, literature or reading, workplace



and organizational management, healthcare management and interaction of the mentioned areas. The evidence was analyzed thematically, not statistically.

Results: The review suggests five major connections. First, psychological resources and psychological needs are closely linked to health and workplace wellbeing. Second, organizational demands and resources affect mental health, engagement, burnout and performance. Third, literature and reading can facilitate empathy, reflection, meaning creation and psychological wellbeing. Fourth, creative writing and arts interventions seem to be effective for mental health, although results are heterogeneous. Fifth, management strategies determine whether psychological and health resources are supported or deprived in organizations. Recently conducted Nepalese studies also demonstrate the importance of collaboration between psychological, health, educational, literary and management approaches.

Conclusion: Psychology, health, literature, and management need to be seen as interrelated fields in solving complex issues related to humans and organizations. Such integration will promote humane healthcare, healthy workplace and learning environments, and responsible management.

Novelty: This review offers an interdisciplinary conceptual framework linking psychological processes, health and wellbeing, literary experience, and management activities. This article also includes Nepalese scholarship within an international interdisciplinary dialogue.

Keywords: Health; Literature; Management; Psychology; Wellbeing

Introduction

Human wellbeing depends on various factors that cannot be explained sufficiently from the perspective of a single academic discipline. For instance, physical health depends on psychological states, social connections, work environments, culture, and available supportive environments. Likewise, organizational performance is not dependent only on money, technologies, and organizational structure. It is affected also by motivation, emotions, leadership, social relationships, psychological climate, work demands, and wellbeing of workers. In addition, literature, although being traditionally considered as part of humanities, offers important approaches to understanding emotions, suffering, human identity, conflict, empathy, and social relationships. Thus, there are solid grounds for conducting interdisciplinary research based on psychology, health, literature, and management.

Psychology studies systematic aspects of human behavior, cognition, emotions, personality, motivation, and social interactions. The contribution of psychology to health is especially evident in relation to health behavior that is influenced by beliefs, attitudes, motivation, perceived control, emotional states, and social environment. For this reason, modern health psychology gives increasing attention to behavioral and psychosocial factors of health. In his seminal article, Johnson (2003) claimed that health should be understood from the biopsychosocial and sociocultural perspectives and psychological factors are essential for health and illness.



In addition to that, health is a management issue as well. Management of healthcare organizations depends on employees, who have to handle various challenges, such as emotions, workload, uncertainty, interpersonal conflict and patient responsibility. Inadequate conditions of work may result in stress, burnout, dissatisfaction and decreased quality of care. On the other hand, appropriate leadership, resources, participation, autonomy and healthy organizational climate may result in wellbeing of employees and success of organization. As a result of systematic review of 341 studies, researchers concluded that wellbeing of employees in healthcare organizations depends on the factors that operate on macro-, meso- and micro-levels (Nielsen et al., 2024).

Therefore, management occupies an important place between psychology and institution. Manager makes decisions about policies and resource allocation, coordinates work, communicates, designs jobs and creates organizational culture, which has an effect on psychological experiences and health of people. For instance, job demands-resources perspective explains the role of excess of demands in the development of exhaustion and job resources in promotion of engagement and wellbeing of employees (Bakker et al., 2023).

Literature represents one more important dimension. Literature offers stories of love, loss, conflict, violence, identity, disease, isolation, hope and social inequality. Consequently, reading and writing become the opportunity for reflection and interpretation. Recently, the case was strengthened in relation to the consequences of reading and writing in terms of psychological and health-related outcomes. In a recent preregistered meta-analysis it was found that reading fiction has small positive cognitive effects on empathy and mentalization outcomes (Wimmer et al., 2024).

Connection between literature and health is demonstrated in bibliotherapy and creative writing as well. Bibliotherapy implies a type of intervention, which includes reading, reflection and discussion. Systematic review and bioethical meta-analysis revealed the evidence that bibliotherapy contributes to the process of mental health care, especially in the cases, when usual services are restricted (Monroy-Fraustro et al., 2021). Creative writing is also connected with health as the systematic review and meta-analysis from 2024 revealed the connection of the intervention with decrease of depression and not enough evidence for suicidal ideation for the meta-analysis (Porrás-Segovia et al., 2024).

All these facts make evident the need for the systematic study of the connection between psychology, health, literature and management. Nevertheless, many scientific researches that are related to this topic, are divided into disciplines. Psychology deals with individuals and their behaviour and mental processes, health researches deal with diseases, wellbeing and healthcare issues, literary studies – with literature and representations and management researches – with organizations, employees, leadership and performance.

This current review attempts to fill this gap through analyzing the following main research objective:

Research Objective



To review existing literature on the relationships between psychology, health, literature and management and analyze the implications of the integration of these four disciplines.

Specifically, the following questions are addressed:

1. How does psychology help us understand the health and wellbeing?
2. What impact do management practices have on psychological and health outcomes?
3. How can literature and literary involvement aid in psychological health and wellbeing?
4. Is there any evidence supporting the use of creativity and literature for health and mental health purposes?
5. How can the integration of psychology, health, literature, and management be achieved?

Review of Literature

Psychology and Health

The link between psychology and health has evolved from a somewhat limited one that focuses on individual behaviour to a more comprehensive one which acknowledges the involvement of biopsychosocial processes in determining people's state of health. Not only biological elements affect health, but psychological and social variables are also involved in people's perception of their illnesses, their reaction to treatments, stress management, and health behaviors. Psychosocial variables like self-efficacy, motivation, perceived control, emotion regulation, optimism, social support, and coping are just some examples of these elements.

Health psychology is especially concerned about the connection between behavior and health. Behavior changes such as physical exercise, healthy nutrition, treatments, smoking cessation, and stress management are some examples of behavioral changes that involve psychological processes. Thus, research on behavior changes has put emphasis on the need to comprehend motivations and situations where people are motivated to engage in healthier behaviors. Michie et al. (2007) identified behavior changes as a significant aspect for psychology and health research.

Another important dimension to healthcare delivery includes psychology. Patients do not receive healthcare as a purely technical service. Rather, their experiences of it depend on communication, trust, compassion, respect, emotional support, and interpersonal relationships. Thus, healthcare providers should possess not only technical skills but interpersonal skills as well.

This problem is especially relevant for nurses and hospital management. The study conducted by Neupane et al. on compassionate care in a hospital setting of Nepal shows that patients' perception of nurse behaviour includes both positive and negative aspects of the care provided. Thus, the research demonstrates that interpersonal behaviour is still an important aspect of quality healthcare service (Wagle et al., 2024).

Psychological factors are also important among students who will work in healthcare in the future. Thus, the research of Neupane et al. conducted on self-comparison among healthcare students examines its relation to self-esteem, academic performance, and emotional wellbeing.



This research demonstrates how social comparison becomes relevant to psychological health in education and professional preparation environments.

Thus, one can conclude that the healthcare system should not concentrate only on the results of treatment. Psychological wellbeing, communication, emotional support, and interpersonal relationships should be also regarded as quality healthcare.

Psychology, Motivation, and Wellbeing

Motivation can be regarded as another important link between psychology and management. According to self-determination theory, human wellbeing and functioning are achieved through the satisfaction of three basic psychological needs – autonomy, competence, and relatedness (Deci et al., 2017).

Further research has been conducted to show the significance of psychological needs in the workplace context. The results of the 2024 conceptual review revealed that satisfaction of psychological needs and autonomous motivation are linked to adaptive workplace outcomes, including engagement, satisfaction, and performance, whereas need frustration is linked to maladaptive workplace outcomes like stress and burnout (McAnally & Hagger, 2024).

In 2026, another meta-analysis was published about the application of self-determination theory to the workplace and found consistent links between psychological need satisfaction, autonomous motivation, and adaptive workplace outcomes despite some differences between various studies (Hagger & Star, 2026).

This evidence is significant for both health and management purposes. When people feel autonomy, competence, and relatedness, they may feel positive psychological states. However, if the organization is highly controlling, socially unsupportive, and too demanding, it can affect psychological wellbeing negatively.

Workplace Psychology and Management

Work is one of the most significant social environments where adults spend a large part of their life. Therefore, decisions made by management will have direct and indirect impact on psychological wellbeing. Excessive workload, excessive working hours, role ambiguity, lack of control, communication problems, insufficient resources, interpersonal conflicts, and lack of support can cause psychological problems.

Job demands-resources theory offers an explanation of this relationship. Job demands refer to the parts of the work requiring constant physical or psychological effort, while job resources refer to organizational and interpersonal resources supporting workers in achieving the goals, reducing demands, and personal development. The development of the job demands-resources theory is discussed in the review by Bakker et al. (2023).

Such a model facilitates connections between management and psychology. While managers are unable to eliminate all job demands, they have the capacity to affect the relationship between job demands and resources. Staffing, communication, autonomy, participation, supervision, professional development, recognition, and flexible working hours can be important sources of resources.



The systematic review of systematic reviews carried out by Aust et al. (2023) revealed interventions at an organizational level where working-time arrangements, work organization, healthcare approach, and improved psychosocial work environment were beneficial.

It is evident that mental well-being of employees should not be considered only their personal concern. The organization design and management activities represent one component of the psychological environment of employees.

Mental Well-Being and Organizational Management

The significance of mental well-being in management has grown considerably. Mental well-being impacts attendance, performance, employee retention, interpersonal relationships, decision-making processes, and organizational success. At the same time, organizational factors might lead to mental well-being issues.

The systematic review conducted by Nielsen et al. (2024) on 341 studies classified the antecedents and consequences of employee psychological wellbeing into macro-, meso- and micro-levels. The multilevel approach is very valuable because mental wellbeing cannot be explained solely by individual variables.

On a macro-level, there are social, economic, legal and institutional factors that affect employment and health. On a meso-level, organizations create structures, leadership systems, jobs and culture. On a micro-level, individual differences, motivation, coping strategies, personality and interpersonal relationships matter for individuals.

Therefore, managers need to shift from a simple productivity paradigm. Health orientation of an organization must acknowledge that wellbeing is not just an ethical issue but also a managerial one.

For instance, health-oriented leadership can be considered such an approach. Dannheim et al. (2022) conducted a systematic review of health interventions aimed at improving employees' health and wellbeing via health-oriented leadership. The review indicates that leadership becomes a means of translating organizational concern for health into individual experience.

Psychology and Educational Environments

Another example is provided by education where individual experience is affected by the quality of teaching, learning environment, relationships, social support, academic pressure and perceptions of oneself.

Neupane et al. (2025) studied perceptions of the educational environment in management education through Dundee Ready Education Environment Measure. Learning, teaching, academic self-perceptions, atmosphere, and social interaction were taken into account in this regard. This is a good example of how an educational environment could be analyzed as a multidimensional psychological and organizational system.

Similarly, Neupane et al. (2023) investigated preferred methods of learning of students at the bachelor level. It was established that there are no statistically significant differences in preferred patterns of learning and diversified teaching methods were advised.

The above-mentioned studies are relevant for the current review in that educational institutions are organizations where psychology, health, literature, and management interrelate. Well-being



of students may be influenced by institution's management, teaching methods, peer relations, academic requirements, and chances for meaningful learning.

Literature as a Reflection of Human Psychology

Traditionally, literature has been regarded as a cultural and aesthetic phenomenon. On the other hand, literary texts offer us images of human psychology and social relations. Characters face anxieties, fears, anger, love, grief, conflicts, traumas, hopes, ambitions, jealousies, isolations, and resistances. Literature is, therefore, another source of information on human behavior.

Literature should not be used as a replacement of psychological science. A literary character is not the same as a psychological participant, and literary narrations should not be taken directly as scientific evidence. Nevertheless, literature may offer information about subjective experiences that could be sometimes impossible to collect via quantitative analysis.

For instance, Neupane and Lourdasamy (2025) discussed aggression as a narrative and thematic element in English literature. The analysis of physical, psychological, and systematic violence as well as connection of literary representation with power, identity, gender, inequality, and human behavior were provided.

Such approach makes it possible to combine literary analysis with psychology. Aggression is a psychological phenomenon, but at the same time, it is a literary one. Literature may preserve social memory of violence and allow reflection about its roots and consequences.

Literature, Aggression, and Mental Health

The subject of aggression is particularly suitable for interdisciplinarity since it is linked to psychology, literature, health, and social management. Psychology looks into causes and consequences of aggression, health – into its impact on physical and psychological wellbeing, literature – into its literary representation, and management – into conflict, organization behavior, violence in the workplace.

According to the bibliometric analysis carried out by Neupane and Lourdasamy (2024), there are links established between the studies in anger and aggression, psychology, mental health, developmental psychology, social dynamics, neurology, and treatment.

In addition, Neupane (2024) analyzed research dynamics in aggression and violence. In the process, he highlighted the multidisciplinary nature of the topic, while identifying psychology as the key discipline and the link between aggression/violence and various disciplines including public health and prevention among others.

Literature's portrayal of violence introduces yet another dimension. Violence in literary works is portrayed not only as physical but as well as psychological, verbal, symbolic and structural violence. The latter is very significant in modern health and management studies since not all harm done is physical.

Reading and Psychological Wellbeing

Among the most interesting areas of connection between literature and health is the connection involving research into reading and well-being. Reading is able to give relaxation, distraction, emotional stimulation, reflection, perspective-taking, and social connection.



Sirisena et al. (2025) conducted a realist review of reading for well-being and found some of the following mechanisms including reconnecting with reading, space away from everyday life, perspective-taking, memory, intellectual challenge, collective sense-making, and supportive environments. In their review of 43 articles, they proposed that reading for pleasure could help develop self-understanding, empathy, emotional intelligence, self-efficacy and connectedness.

This discovery is important because it means that reading is not conducted using only one psychological process. Reading can be useful for different people because of different factors. For some, it allows escaping from stress. For others, it helps to think and reflect. For other people, reading is the way to understand people who live differently.

Another study conducted by Wimmer et al. (2024) is also important. In their meta-analysis, they found that reading fictional texts produced small cognitive benefits and significant effect on empathy and mentalizing processes. At the same time, the correlational analysis revealed small positive correlation between lifetime exposure to print fiction and cognitive processes.

It is important to interpret these data correctly. The effect is quite small and reading fiction should not be treated as a universal method for improving psychology. However, these data are important because they give empirical grounds for considering literary experience as an element of psychological processes.

Bibliotherapy and Mental Health

The example of the use of literature in health-related practice is bibliotherapy. It is one of the clearest examples of such practice. Bibliotherapy refers to the systematic use of reading materials for some therapeutic and supportive reasons.

According to Fanner and Urquhart (2008), bibliotherapy can be useful for people having some mental problems.

Some more recent research has also increased interest in bibliotherapy. Monroy-Fraustro et al. (2021) performed a systematic review and bioethical meta-analysis of bibliotherapy as an alternative to pharmaceutical treatment. The review evaluated the potential impact of bibliotherapy on mental well-being during the COVID-19 pandemic period and discussed the importance of reading, reflecting, discussing, and thinking in this process.

According to Abidin et al. (2022), there is quite some variation in bibliotherapy models among public libraries. It means that libraries can contribute to mental health, but the relevant frameworks should be developed for it.

Moreover, more recent studies have focused on bibliotherapy for depression. In particular, according to Pannu et al. (2025), bibliotherapy may be useful for depression, but careful evaluation of intervention should be carried out.

Therefore, the literature provides evidence that bibliotherapy can be seen as a promising complementary intervention rather than a substitution for professional help.

Creative Writing and Mental Health



In contrast to reading, writing offers an ability to create and share personal experiences. Creative writing might take the form of poetry, journal writing, storytelling, memoirs, and others.

According to Mundy et al. (2022), six out of more than 7,700 articles were included in the systematic review and analysis of the effects of creative writing groups for mental health recovery. The studies included into the review showed promising evidence regarding clinical and personal recovery; however, a small evidence base and methodological variability made it impossible to draw conclusions about the effectiveness of the approach.

Porras-Segovia et al. (2024) performed systematic review and meta-analysis on creative writing therapy for depression and suicidal ideation. From the articles under consideration, twenty-one found that creative writing led to significant reductions in depressive symptoms. As for the results of the meta-analysis, there was found out that narrative writing was effective for alleviating depressive symptoms compared to neutral writing or usual care both in post-interventional and follow-up periods. There were not enough studies available to perform meta-analysis on the effect of creative writing on suicidal ideation.

Thus, the significance of the findings is broader than the field of literary researches. Creativity writing can be viewed as psychological and health-related intervention, if it is properly organized and carried out.

It is worth noting, however, that due to the limitations of the literature, one should be careful about applying it to practice. Creative writing cannot be used as a substitute for any medical treatment, especially in case of severe mental disorders.

Arts, Literature, and Social Prescribing

Interaction between the arts and health extends from the level of psychotherapy of an individual to the sphere of social prescribing and community wellbeing.

In a 2024 systematic review and meta-analysis of Arts on Prescription programs, 7,805 records were collected, and 25 studies were included in the analysis. The research revealed the existence of significant improvements in wellbeing, as well as qualitative evidence of psychological and social benefits, while evidence of anxiety and depression was less conclusive and needed further support.

In 2026, a systematic review of Arts on Prescription for adults revealed that all included studies showed the improvement in wellbeing; however, evidence of depression and anxiety reduction was less clear. It should be noted that the lack of evidence is explained by weak design, insufficient samples, lack of controls, and short-term follow-ups.

Even though Arts on Prescription involves many other aspects except for literature, this evidence is relevant to literary health research since it proves another hypothesis: engagement with cultural activities can contribute to psychosocial wellbeing.

Literature, Empathy and Interpersonal Relations

Empathy is a link between literature, psychology, healthcare, and management. Healthcare practitioners need to empathize with the experience of their patients. Managers should



empathize with their employees. Teachers should empathize with their students. Literature offers many opportunities to come across the perspective other than one's own.

The recent meta-analysis by Wimmer et al. (2024) revealed the effect of fiction reading on empathy and mentalizing but not on all cognitive skills. It means that there is the highest chance of finding evidence about the improvement of social cognition rather than general intelligence. In professions connected with human interaction, literature could be especially useful. For instance, medical and nursing education could make use of narratives to foster reflection on such aspects as illness, vulnerability, mortality, communication, and patienthood. Similarly, management education could apply narratives and case stories to explore leadership, conflict, organizational culture, ethics, and decision making.

Aggression is another sphere in which the role of narrative is clearly observable. Literary descriptions of aggression give readers many chances to explore motives, consequences, power relations, and ethical issues related to this phenomenon. According to Neupane & Lourdasamy (2025), literary aggression could contribute both to the development of characters and plots and ethical and psychological issues.

Management and Health

Management is crucial for the health sector since it entails the utilization of human, monetary, technological, and information resources required for delivering health services. Therefore, management in the health sector is a complex activity that encompasses administration, medical practice, psychology, economics, ethics, and social responsibility.

Mental health issues among healthcare workers have been a significant challenge for health management. Anger et al. (2024) conducted a systematic review of evidence-based interventions targeting the mental well-being of healthcare workers. It is an example of how the health community recognizes the need for proper management of health professionals.

Health organizations cannot deliver quality care when their workforce is exhausted, under-supported, and mentally distressed. This means that the management of both employee and patient health is a complementary objective.

Management is also evident in leadership. Health-oriented leadership interventions are designed to motivate health professionals to regard the issue of employee health as their managerial task. In this respect, Dannheim et al. (2022) identified health-oriented leadership as an important field that can improve employee health and well-being.

Sustainable Management and Human Wellbeing

Sustainability becomes an increasingly important aspect of modern management practices. Sustainable management has historically focused on its environmental and economic aspects; however, the social aspect cannot be overlooked. Management cannot be called sustainable when employees suffer constant psychological abuse within the workplace.

In order to illustrate the importance of mapping trends in sustainable management research and connecting its topics, Adhikari and Neupane (2025) have conducted a Scopus-based bibliometric analysis of research on trends and hotspots in sustainable management.



This approach could also be applied to psychological sustainability. A sustainable organization needs not only to conserve finances and natural resources, but also human potential. Therefore, the aspects of wellbeing, meaningful work, psychological safety, personal growth, and healthy interpersonal relations are all included in the concept of sustainability of an organization.

Psychological Safety and Management

Psychological safety generally means the sense of security in sharing one's thoughts, opinions, concerns, mistakes or questions with no risk of being personally punished for it. This type of psychological comfort is especially relevant for the healthcare, education and knowledge-based industries.

Psychological safety in the workplace encourages employees to report issues, ask clarifying questions, and learn from their mistakes.

Thus, managers have a role in creating an environment where people can communicate freely. Leadership styles, communication practices, respect, and organizational justice affect people's psychological experiences.

Psychology and management together imply that the organizational culture must be researched not only in terms of its structure and policies but also through perceptions and emotions of the organization's members.

Digital Transformation, Psychology, and Management

Digital transformation has established new links between psychology, health, and management. While digital technologies facilitate convenience, availability, communication, and productivity, they may lead to stress, information overload, concerns with surveillance, and new forms of work pressure.

For instance, in the financial industry, users' adoption of the technology depends on the psychological perceptions of the technology related to such factors as trust, security, usefulness, and ease of use. Shrestha et al. (2025), including Neupane, analyzed factors affecting the demand for cardless ATM cash withdrawal in Nepal and identified security and information as key influences.

This shows how psychological ideas can help in the research on management and technology. Technological use is not only a technical issue since users have perceptions, expectations, risks, and emotions about the technology.

The same applies to digital healthcare, education, telemedicine, information records, artificial intelligence, and telework. Managers should be aware of the performance of technology and its human impacts.

The Nepalese Context

The international research base is large, but research for Nepal needs to focus on local contexts. Organizations, educational institutions, health care systems, and communities in Nepal face unique cultural, economic, social, and institutional environments.

Some recent works that are linked to Neupane give some examples of such multidisciplinary research findings. Self-comparison and self-esteem in healthcare students, compassionate care



in nurses and patients, mapping scholarly development in occupational health and safety, perception in educational environments, and aggression in literature are some examples. The bibliometric research by Neupane et al. on occupational health and safety gives one more example of a developing trend in the field: health and workplace research is becoming more and more multidisciplinary.

Neupane & Aryal (2026) have also highlighted the significance of interdisciplinary knowledge creation in the case of Nepal. This example illustrates the necessity to analyze research trends, themes, collaboration, and gaps rather than considering academic disciplines as entirely self-sufficient systems.

Thus, research done in Nepal can potentially profit from connections between psychology, health, literature, education, and management. It might be especially useful in regard to research on healthcare professionals, students, teachers, organizational well-being, mental well-being, behavior at work, patient experience, and social well-being.

Methods

Research Design

An integrative literature review design was used in this paper. An integrative literature review is needed when it is necessary to integrate evidence coming from various research paradigms in order to understand an interdisciplinary problem. In the current review, psychological, health, literary, organizational, management, and arts-based evidence was combined.

It was not possible to make any pooling calculations in the current review since the literature included in the review differs significantly in research design, population, intervention, outcomes, and orientation of research discipline. Therefore, the evidence was synthesized thematically.

Search Strategy

The evidence base was created through searching relevant scholarly sources such as PubMed, publishers' databases, DOI-indexed papers, NepJOL, and academic libraries using the following combinations of search terms:

- psychology and health;
- psychological wellbeing;
- mental health and management;
- employee wellbeing;
- workplace psychology;
- healthcare workers;
- organizational health;
- literature and wellbeing;
- reading and mental health;
- bibliotherapy;
- creative writing and mental well-being;
- fiction and empathy;



- arts and wellbeing;
- narrative medicine;
- literary representations of aggression;
- sustainable management; and
- occupational health and safety.

Articles published between 2021 and 2026 formed the main focus of this search. Old articles were included where the content involved important theoretical or conceptual frameworks which helped in the development of the subject area.

Inclusion Criteria

Articles were deemed to be relevant when they:

1. were peer-reviewed academic publications;
2. dealt with psychology, health, literature, management, or their interconnection;
3. included empirical evidence, systematic review, meta-analysis, or bibliometric analysis;
4. possessed a DOI if such an identifier existed;
5. were published in English;
6. directly addressed at least one review objective; and
7. contained enough methodological or conceptual information to be interpreted.

Exclusion Criteria

The review excluded:

1. non-scholarly websites without any known academic authors;
2. publications not pertaining to the four major fields;
3. duplicate records;
4. opinion articles not backed by any form of research or academic literature unless needed for theoretical framework purposes;
5. inadequate sources lacking adequate bibliographic details; and
6. articles discussing only one of the four domains without relevance to the review topic.

Data Synthesis

The evidence selected was then classified into the following five themes:

1. psychology and health;
2. psychology and management;
3. literature and psychological wellbeing;
4. literature and health interventions; and
5. interdisciplinary management and wellbeing.

Thematic synthesis is applied as a method of comparison, identification of trends, recognition of limitations, and interdisciplinary conceptualization of the findings.

Considering that the evidence consists of systematic reviews, meta-analyses, empirical research, and bibliometrics, a statistical meta-analysis of all literature would have been inappropriate.



Results

There appears to be an evident link between psychology, health, literature, and management. Findings may be described within five main interdisciplines.

Table 1

Interdisciplinary Trends Revealed in the Evidence

Theme	Main variables/concepts	Main evidence	Implication
Psychology and health	Motivation, coping, self-esteem, behaviour, emotional wellbeing	Health psychology and healthcare studies	Health interventions should consider psychological processes
Psychology and management	Job demands, resources, motivation, leadership, burnout	Systematic reviews and organizational research	Management influences employee psychological health
Literature and psychology	Empathy, mentalizing, reflection, identity, aggression	Meta-analysis and literary research	Literary engagement can support social and psychological understanding
Literature and health	Bibliotherapy, creative writing, reading, arts	Systematic reviews and meta-analyses	Literature and arts may provide complementary wellbeing interventions
Management and health	Leadership, workplace environment, occupational safety, sustainability	Workplace and healthcare-management research	Organizational health should be treated as a management responsibility

It becomes evident that psychology serves as a linking discipline. Concepts from psychology are useful in explaining the reaction of people to health issues, organizations, education, and literature.

Secondly, the research reveals that management impacts health through organizational structures. Job demands, resources, leadership, communication, and work organization affect employees' wellbeing. This finding is aligned with the job demands-resources model and the most recent systematic reviews of workplace wellbeing.

Thirdly, literature has a moderate psychological effect on its readers. Fiction reading, in particular, appears to have a positive impact on empathy and mentalizing according to the available data.

Fourthly, bibliotherapy, creative writing and Arts on Prescription interventions have demonstrated potential positive effects on health, although the existing literature has various designs and intervention techniques.

Fifthly, the four areas can be combined using the notion of human wellbeing. In such a way, psychology will explain the processes, health will indicate the essential outcomes, literature



will contribute with cultural and narrative resources, and management will provide organizational context.

Discussion

It can be argued that this review proves the existence of an intersection between psychology, health, literature, and management, because all these fields are concerned about wellbeing and performance of human beings in social environment. It seems that when the researchers investigate real-world issues, boundaries between the disciplines are blurring.

Psychology deals with individual and interpersonal processes. Health research studies physical and psychological effects. Literature explores human experiences using narrative, representations, languages and interpretations. Management manages people and resources in organizations. These roles are not competing but complementary.

Psychology: The Connecting Field

Psychology plays an important role in bridging the four fields. The experience of a person undergoing healthcare is a psychological process. The reaction of an employee to management is a motivational and emotional process. The reactions of readers to literature are cognitive and affective processes. The leadership behaviour of a manager is a psychological process.

This is why concepts of psychology often show up in various disciplines. Motivation shows up in both health behavior and management. Empathy shows up in literature and healthcare. Stress shows up in psychology, occupational health and management. Identity shows up in literature, education, health and organization studies.

Health: An Effect and an Organizational Responsibility

Health cannot be defined solely in terms of freedom from diseases. Psychological health, emotions, social connections, and the capacity for meaningful involvement in life activities are equally significant.

Such an approach carries implications for management, which affects health via work load, work schedule, leadership style, work design, relations, and organizational culture. An organization neglecting psychological health can generate unobservable expenses in the form of absenteeism, turnover, burnout, lack of engagement, and inefficiency.

Hence, health of employees must be included in strategic management and cannot remain a secondary welfare activity.

Literature as a Source of Human Knowledge

In the case of literature evidence is particularly crucial since it undermines a rigid division between humanities and the health sciences.

Literature can never replace empirical psychology. Nevertheless, literature provides forms of understanding that can complement quantitative research. One can measure someone's anxiety, depression, empathy, or self-esteem with the help of a questionnaire, but literature helps to understand how the respective experiences are lived and understood.

That is especially important in the case of health care. Illnesses are lived through narratives by patients. Symptoms are understood against the background of the personal and cultural history.



Thus, healthcare providers should not only be knowledgeable but also sensitive in their understanding of stories.

Literature can make a contribution to management education as well. Organizations are full of stories related to leadership, power, conflict, failure, ambition, identity, and ethical decision-making. Literature can give students an opportunity to reflect on these topics.

Literature and Empathy

The results related to fiction reading and empathy are promising yet cautious interpretation is required. According to Wimmer et al. (2024), the effect is moderate in the case of empathy and mentalization. Reading fiction does not mean developing empathy.

In the case of literary reading, people have an opportunity to practice perspective-taking. In the process of reading, one encounters characters with the values, experiences, and social background that is different from those of the readers'.

These mechanisms are pertinent to healthcare and management. A healthcare professional should understand the point of view of the client. A manager should understand the employees and the stakeholders. A teacher should understand the students.

Creative Writing and Self-Reflection

Another potential mechanism is the practice of creative writing. It can motivate the person to structure their experiences in narratives. Such a practice can contribute to reflection.

The relevance of the evidence of Porras-Segovia et al. (2024) is due to the fact that they proved the effectiveness of narrative writing interventions with regard to the reduction of depressive symptoms. Nevertheless, this evidence does not justify the application of creative writing as a universal clinical method.

The most appropriate interpretation is that writing can be used as a complementing strategy if it is applied responsibly and, if necessary, along with professional help.

Management as a Facilitator

Psychological and literary approaches will fail if organizational cultures remain dysfunctional. For example, an organization can offer a stress-management training session despite having unreasonable workload, poor leadership, understaffing, and so on.

Thus, literature supports the need for a multilevel intervention approach. While individual interventions can be effective, there is also a need for organizational interventions.

For example, Aust et al. (2023) provide examples of organizational interventions related to working time arrangement, work organization, health care approaches, and psychosocial work environments. Such findings confirm the statement that management needs to deal with the reasons rather than symptoms of psychological stress.

Implications for Healthcare Management

Healthcare management represents the context in which an interdisciplinary approach can be implemented effectively. Healthcare professionals face emotional labor, workload, responsibility, interpersonal pressure, as well as illness and death. Meanwhile, patients require compassionate communication and psychological assistance.

Thus, management may contribute to wellness by means of:



- adequate staffing;
- reasonable workloads;
- supportive leadership;
- psychological support;
- professional development;
- participatory decision making;
- effective communication;
- recognition and appreciation;
- safe working environments; and
- opportunities for reflection.

Research into compassionate care in Nepal proves that patients evaluate both service and personal behavior.

Implications for Education

There could be applications for educational organizations as well because students are both learners and psychological and social entities. Their learning process depends on motivation, self-respect, relations, pressure from academia, and institutional atmosphere.

The results obtained by Neupane et al. on educational environment and preferences of students prove that the knowledge of their perception could be essential and not just the assumptions of institutions.

Literature can be applied to education not as a field of knowledge but as a means of enhancing reflection, communication, empathy, critical thinking, and cultural perception.

Implications for Nepalese Research

The Nepalese research community needs more interdisciplinary cooperation. Psychologists, doctors, literary experts, educationalists, and managers investigate the same issues but belong to different academic circles.

The bibliometric work of Neupane and co-authors shows the importance of field visualization and finding themes of collaboration. In particular, the study made in 2026 analyzes knowledge production in Nepal considering trends, themes, cooperation, and research gaps.

Just like the bibliometric analysis of aggression and violence, the present study illustrates the interconnection between psychological research and public health.

It implies that further Nepalese research needs to involve interdisciplinary collaboration, including psychologists, medical professionals, literary scientists, educators, and management specialists.

An Integrative Conceptual Framework

According to the information reviewed above, the suggested conceptual model involves psychological processes as the mechanism at an individual level, health and wellbeing as the outcomes, literature and culture as the sources of cognition and emotions, and management as the organizational context.

The connection is described by the following scheme:

Management Environment → Psychological Processes → Health and Wellbeing



while:

Literature and Culture → Reflection, Empathy, Meaning-making → Well-being

and:

Management + Psychology + Literature + Health → Well-being

The above model indicates that well-being is created through processes of interaction and not through an intervention process.

Table 2

Proposed Interdisciplinary Research Framework

Level	Major elements	Possible outcomes
Individual	Motivation, self-esteem, coping, emotion, empathy	Psychological wellbeing
Literary/cultural	Reading, narrative, creative writing, reflection	Meaning, empathy, emotional expression
Organizational	Leadership, job design, workload, support, autonomy	Engagement, satisfaction, reduced burnout
Healthcare	Compassion, communication, patient-centred care	Patient satisfaction and quality of care
Social	Community, culture, relationships, social support	Connectedness and collective wellbeing

The above model can be empirically validated in future research. For instance, future researchers could investigate whether organizational support predicts the well-being of employees via need satisfaction, or whether literature-based engagement enhances empathy in health care students.

Research Gaps

A number of important gaps arise from the review.

In addition, much of the research conducted is limited within particular disciplines. Psychology research involves psychological factors while health research involves health outcomes, literary research deals with literary aspects and management research deals with organizations. There should be more research that explicitly combines all these approaches.

Secondly, there is heterogeneity of the available evidence regarding literature and health. Reading, bibliotherapy, creative writing and art programmes vary widely. More standardized interventions and comparative researches are required.

Thirdly, cross-sectional studies dominate current researches. It is necessary to conduct longitudinal studies to find out whether interventions used in these areas have long-term effects.



Fourthly, culture does not receive enough attention. Most of the research on bibliotherapy, reading and workplace wellbeing is conducted in Western countries. Nepal and other South Asian contexts require more culture-sensitive research.

Lastly, research on healthcare management should receive more attention. Healthcare professionals face unique psychological and emotional challenges that need to be studied through organizational interventions.

Sixth, there is little direct dialogue between literary research and psychological research. Interdisciplinary research might study the effects of storytelling on empathy, ethics, identity, emotion regulation, or conceptions of health and illness.

Seventh, management research cannot be limited to productivity-oriented results. The well-being of workers must be considered as an outcome of organization in itself.

Future Research Directions

There are several possible paths for future research.

1. Literature and Healthcare Education

Research might explore whether systematic literary reading has an effect on empathy, communication, reflection, or patient-centered attitudes among nursing, public health, and healthcare-management students.

2. Creative Writing and Mental Health

Experimental longitudinal research might test whether creative writing leads to long-term psychological well-being, stress coping, or reduction in depression.

3. Literature and Organizational Behaviour

Literature-based narratives can be used by management scholars to conduct studies on leadership, power dynamics, organizational conflict, identity, aggression, and ethics in decision making.

4. Psychology and Sustainable Management

A future study may develop the idea of psychological wellbeing as an element of sustainability within an organization. Concepts like mental health, psychological safety, meaning, and social relationships can be added to the sustainability model.

5. Nepalese Context

A study in Nepal must address the role of culture, family connections, social norms, organizational practices, and literary heritage on psychological wellbeing and health behaviors.

6. Digital Literature and Wellbeing

Digital reading, audiobooks, online storytelling, social reading, and digital creative writing are all emerging research fields that need to be studied in terms of their psychological impact and health implications.

7. Artificial Intelligence and Literature

AI-based narratives and writing raise new issues related to creativity, authorship, psychology, education, and identity.

8. Interdisciplinary Research Teams



It is imperative that research organizations foster collaboration between psychologists, healthcare experts, literary critics, teachers, and management researchers. Human problems are multifaceted and thus necessitate multidisciplinary solutions.

Conclusion and Recommendation

This integrative review shows that there is a very strong connection between psychology, health, literature, and management because all these disciplines share the common concern of human wellbeing. Psychology explains the mechanisms involved in motivation, emotions, cognitions, self-esteem, coping, empathy, and behavior. Health provides outcomes that are psychological, physical, and social. Literature provides a space for reflection, perspective-taking, expression of emotions, and meaning-making. Management creates organizational conditions that may facilitate or hinder psychological and physical wellbeing.

It is evident from the findings of the study that job demands and organizational resources are critical factors that affect employees' wellbeing. Modern management should understand that the psychological wellbeing of people is an issue that is relevant to organizations. Thus, healthcare management should take into account such issues as employee wellbeing, compassionate care, communication, leadership, and healthy workplaces.

As far as literature is concerned, the evidence presented above is also very encouraging. Fiction reading seems to have small correlations with cognitive and social-cognitive outcomes, such as empathy and mentalization. Programs like bibliotherapy, creative writing, and art therapy appear to have promise for wellbeing and mental health outcomes. Nevertheless, such interventions should be regarded as complementary rather than alternative to professional psychological treatment and medical treatment.

Interdisciplinary research is especially important for Nepal, where some interdisciplinary research in the fields of psychology, healthcare, education, literature, occupational health, and management has already been carried out.

The main recommendation is that universities, healthcare providers, and institutions for management studies should promote interdisciplinary research and practice. In educational courses, literary stories can be integrated within the study of psychology, healthcare, and management. Reflective writing and narratives can be used by healthcare organizations as additional professional development tools. Organizational human-resource policies can include psychological well-being.

At last, human well-being is too complicated for any single discipline. Psychology helps understand human behavior; health studies help study well-being and disease; literary narratives provide meaning to human experience; and management creates organizational context where humans operate. The integration of all these disciplines can help develop a human-centered educational, healthcare, organizational and societal approach.

Author Contribution



The author conceived the idea for the literature review, constructed the interdisciplinary framework, searched the literature, synthesized the evidence, and drafted the paper.

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