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GRATITUDE, HOPE AND LIFE SATISFACTION AS PREDICTORS OF PSYCHOLOGICAL WELLBEING AMONG WORKING PROFESSIONALS IN CORPORATE SECTOR

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Abstract: The present study aimed to explore the relationship between gratitude, hope, life satisfaction, and psychological wellbeing among young adults working in the corporate sector. A sample of 200 participants was selected using convenience sampling. Data was collected using four validated instruments: Gratitude Questionnaire-6 (GQ-6), Adult Hope Scale (AHS), Satisfaction with Life Scale (SWLS), and the Ryff's Psychological Wellbeing Scale- 18 items (RPWS). Correlation analysis and multiple regression analysis were used to analyse the data. Results showed that all variables had a statistically significant relationship, and gratitude, hope, and life satisfaction had a positive correlation with psychological wellbeing. Additionally, all three predictor variables, i.e., gratitude, hope, and life satisfaction, significantly predicted psychological wellbeing of young adults in the corporate sector. Life satisfaction was found to be the most important predictor for psychological wellbeing followed by gratitude and hope. These findings suggest that interventions aimed at enhancing positive psychological factors, such as gratitude, hope, and life satisfaction, may be effective in promoting overall wellbeing among young working adults.

1.INTRODUCTION

Psychological wellbeing is an essential component of an individual's overall health and quality of life. In young adults, it is especially important as it can affect their future personal and professional success. Young adulthood is a developmental period characterized by major changes in cognitive, emotional, and social functioning. During this time, individuals are faced with a range of challenges, such as transitioning from adolescence to adulthood, establishing a sense of identity, forming intimate relationships, and pursuing higher education or career goals. These challenges can be accompanied by stress, anxiety, and depression, which can negatively impact an individual's psychological well-being.

Ryff & Keyes (1995) presented a multidimensional approach to the measurement of PWB that taps six distinct aspects of human actualization: autonomy, personal growth, self-acceptance, life purpose, mastery, and positive relatedness. These six constructs define PWB both theoretically and operationally and they specify what promotes emotional and physical health (Ryff & Singer 1998). "Each dimension of PWB articulates different challenges individuals encounter as they strive to function positively (Ryff, Reference Ryff1989a; Ryff and Keyes, Reference Ryff and Keyes1995). That is, people attempt to feel good about themselves even while aware of their own limitations (self-acceptance). They also seek to develop and maintain warm and trusting interpersonal relationships (positive relations with others) and to shape their environment to meet personal needs and desires (environmental mastery). In sustaining individuality within a larger social context, people also seek a sense [of] self-determination and personal authority (autonomy). A vital endeavour is to find meaning in one's efforts and challenges (purpose in life). Lastly, making the most of one's talents and capacities (personal growth) is central to PWB." (Corey L. M. Keyes, 2002)

Positive psychology offers a unique and valuable perspective on mental health and wellbeing. Instead of only examining problems and negative symptoms, positive psychology aims to understand and promote human flourishing, happiness, and wellbeing. Positive psychology is based on the belief that people are not just passive recipients of their environment, but they have agency and the capacity to create their own positive experiences and emotions. By emphasizing the positive aspects of human experiences and emotions, positive psychology provides a framework for promoting optimal functioning. This age group often experiences high levels of stress and pressure related to their work, which can have a negative impact on their psychological wellbeing. Therefore, identifying protective factors that promote positive outcomes, such as gratitude, hope, and life satisfaction, is essential to improve their overall wellbeing and performance at work. Research has shown that positive psychological factors, including gratitude, hope, and life satisfaction, can enhance job satisfaction, motivation, and productivity. These factors can also contribute to better relationships with colleagues and supervisors and can enhance their ability to cope with workplace challenges and stress.

While previous research has investigated the individual effects of these factors on psychological wellbeing, few studies have examined the combined effects of gratitude, hope, and life satisfaction on young adults' psychological wellbeing and no study has been done for the corporate sector in this population. Given that young adulthood is a critical developmental period characterized by significant changes and challenges in social, academic, and personal domains, understanding the unique and combined effects of these factors is particularly important. Therefore, the aim of the present study is to examine gratitude, hope, and life satisfaction as predictors of psychological wellbeing among young adults in corporate sector and to investigate the individual and combined effects of gratitude, hope, and life satisfaction on their psychological wellbeing. Specifically, we will examine the extent to which these three factors predict various dimensions of positive psychology and psychological wellbeing.

1. Gratitude

According to Robert Emmons, a leading gratitude researcher, gratitude is "an affirmation of goodness. We affirm that there are good things in the world, gifts and benefits we have received. This doesn't mean that life is perfect; it doesn't ignore complaints, burdens, and hassles. But when we look at life as a whole, gratitude encourages us to identify some amount of goodness in our life." ("Why Gratitude Is Good | Greater Good")

The Oxford English Dictionary defines gratitude as "the quality of being thankful; readiness to show appreciation for and to return kindness."

According to the Greater Good Science Centre at UC Berkeley, gratitude is "a thankful appreciation for what an individual receives, whether tangible or intangible. With gratitude, people acknowledge the goodness in their lives."

A research done to examine the association between gratitude and human prosperity suggests that gratitude enhances coping abilities, such as meaning-focused coping and positive reframing, which foster positive emotions and augment personal resources like resilience, perseverance, and social bonds. (Riba Maria Kurian, 2023) while other researches have shown that gratitude can have several health benefits as well. People who practice gratitude have been found to have stronger immune systems, better sleep quality, and improved cardiovascular health. (A. Regan, et al., 2023) found that participants who wrote gratitude letters to individuals in their lives not only showed stronger feelings of gratitude, elevation, and other positive emotions but also reported feeling more indebted than those in other gratitude conditions. Gratitude has also been found helpful in workplace. According to (Sarkar. A, et al, 2023), the employees who practice gratitude can counter toxicity at the workplace.

II.Hope

"Psychologist and renowned hope researcher Charles Snyder et al. (2002, p. 269) stated so eloquently:" ("What is Hope in Psychology + 7 Exercises & Worksheets")

A rainbow is a prism that sends shards of multi-coloured light in various directions. It lifts our spirits and makes us think of what is possible. Hope is the same – a personal rainbow of the mind. ("What is Hope in Psychology + 7 Exercises & Worksheets")

According to APA Dictionary of Psychology hope is the expectation that one will have positive experiences or that a potentially threatening or negative situation will not materialize or will ultimately result in a favourable situation. Hope has been characterized in the psychological literature in various ways, including as a character strength; an emotion; a component of motivation that is critical to goal attainment; a mechanism that facilitates coping with loss, illness, and other significant stresses; or an integrated combination of these features. ("APA Dictionary of Psychology")

Hope is a complex and multifaceted concept that is difficult to define in a single sentence. Hope is an essential human emotion that has the power to transform lives. It is a beacon of light in the darkness, a source of inspiration and motivation during times of adversity. Hope allows us to envision a better future and to strive towards it, even when faced with seemingly insurmountable obstacles. It is the fuel that drives us towards our goals, the force that propels us forward in life.

III.LIFE SATISFACTION

Life satisfaction is the subjective evaluation of one's overall happiness, contentment, and fulfilment in life. This assessment considers various aspects of an individual's life, including emotional and psychological well-being, social relationships, financial stability, physical health, and achievements. It is a personal and complex judgment that reflects an individual's values, standards, and goals. Life satisfaction is influenced by both internal and external factors such as cultural and social norms, personal beliefs, and circumstances. People who have good health, strong social support networks, and a sense of purpose in life often report higher levels of life satisfaction. Additionally, those who live in societies that value personal freedom and individualism tend to report higher levels of life satisfaction compared to those in more collectivist cultures.

Life satisfaction is a key factor in determining psychological well-being. Numerous studies have shown that individuals who report higher levels of life satisfaction tend to have better mental health outcomes and improved psychological well-being compared to those who report lower levels of life satisfaction.

One of the most important ways in which life satisfaction influences psychological well-being is by reducing stress. High levels of stress can have a detrimental effect on mental health, and individuals who are more satisfied with their lives tend to experience less stress and fewer stress-related disorders such as anxiety and depression. This can lead to improved overall mental health and a greater sense of well-being.

In addition to reducing stress, life satisfaction can also improve resilience and emotional regulation. People who are more satisfied with their lives tend to be better able to cope with adversity and overcome challenges, which can help to improve resilience and mental health. Furthermore, life satisfaction has been linked to better emotional regulation, which is the ability to manage and control one's emotions in healthy ways. This can help to improve mood and reduce the risk of developing mental health disorders.

Finally, life satisfaction can also contribute to increased self-esteem, which is important for overall psychological well-being. Individuals who are more satisfied with their lives tend to have higher levels of self-esteem, which can lead to a greater sense of self-worth and confidence. This can help to improve mental health outcomes and overall psychological well-being.

By promoting life satisfaction, individuals can improve their mental health outcomes and enhance their overall sense of well-being.

2.Methodology

I.Aim

To examine gratitude, hope, and life satisfaction as predictors of psychological wellbeing amongst young adults in corporate sector.

II.Objectives

- To analyse if there is any significant relationship among gratitude, hope, life satisfaction, and well-being.
- To examine whether gratitude, hope and life satisfaction are significant predictors of psychological wellbeing.
- To investigate the individual effects of gratitude, hope, and life satisfaction on psychological wellbeing in young adults.

III.Hypothesis

- Hypothesis 1: Life satisfaction has positive relationship with psychological well-being.
- Hypothesis 2: Gratitude has a positive relationship with psychological wellbeing.
- Hypothesis 3: Hope has a positive relationship with psychological well-being.
- Hypothesis 4: Gratitude is a significant predictor of psychological wellbeing.
- Hypothesis 5: Hope is a significant predictor of psychological well-being.
- Hypothesis 6: Life satisfaction is a significant predictor of psychological well-being.

IV.Sample and its selection

For this research study, a sample of 101 people was selected from the age group of 18-26 years old. The participants were selected randomly from various corporate sectors. Potential participants were approached and explained the purpose of the study. If the individual agreed to participate, they were given a questionnaire to fill out.

The questionnaire was designed to collect data on various aspects of the participants' lives, such as their psychological well-being, life satisfaction, hope, and gratitude. The questionnaire was distributed randomly to ensure that the sample was representative of the population.

The researcher ensured that the participants were given clear instructions on how to complete the questionnaire to minimize any misunderstandings. The participants were informed that their participation was voluntary and that they could withdraw from the study at any time.

V. Description of the tools used.

The Gratitude Questionnaire – Six Item Form (GQ-6)

The Gratitude Questionnaire-six item form (GQ-6) (McCullough, Emmons, and Tsang, 2002) was used to measure gratitude. The Gratitude Questionnaire-Six-Item Form (GQ-6) is a six-item self-report questionnaire developed to measure individual differences in the willingness to experience gratitude in daily life. It is a 7-point Likert rating scale (where 1 = strongly disagree and 7 = strongly agree). The value of Cronbach's alpha estimates for this scale is .84, proposing that the scale has a moderate level of internal consistency.

Adult Hope Scale

The Adult Hope Scale is a psychological tool that measures an individual's level of hope, which is a positive mindset involving the belief that one can achieve successful outcomes and the ability to do so. It was created in 1994 by C.R. Snyder, S.J. Rand, and others and consists of 12 questions that evaluate two aspects of hope: agency and pathways. Participants answer each question on an 8-point scale, and the scores are totalled to give an overall hope score.

This assessment has been widely used in various fields to evaluate hope levels in different populations, including those with mental health issues, cancer patients, and athletes.

Satisfaction with Life Scale

The Satisfaction with Life Scale (SWLS) is a psychological assessment tool developed by Ed Diener to measure an individual's general life satisfaction. It consists of five statements that participants rate on a scale of 1 to 7 based on how much they agree or disagree with each statement. The statements aim to capture an overall sense of satisfaction with one's life rather than focusing on specific areas. Scores on the SWLS range from 5 to 35, with higher scores indicating greater life satisfaction.

The SWLS is widely used in research and clinical settings to evaluate an individual's well-being and life satisfaction. It is a simple and quick-to-administer tool that can be used with various populations, both clinical and non-clinical.

Psychological Wellbeing (18 items)

The Psychological Wellbeing 18 Items (PWB-18) is a questionnaire developed by Carol Ryff to assess an individual's overall psychological well-being. The PWB-18 consists of 18 items that measure six domains of psychological well-being: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. Participants rate each item on a 6-point scale according to how much they agree or disagree with the statement. The questionnaire provides a score between 18 and 108, where higher scores indicate greater psychological well-being.

The PWB-18 is widely used in both research and clinical settings to evaluate an individual's overall psychological health and well-being. It is a comprehensive tool that can be used with diverse populations to assess different domains of psychological well-being.

3. Result

3.1 Descriptive Statistics

	Mean	Std. Deviation	N
Psychological Wellbeing	88.24	14.396	101
Gratitude	31.93	5.398	101
Hope	49.36	9.818	101
Life Satisfaction	22.01	6.959	101

This is a table of descriptive statistics for four variables: Psychological Wellbeing, Gratitude, Hope, and Life Satisfaction. The table includes the mean, standard deviation, and sample size (N) for each variable.

Looking at the table, we can see that the mean score for Psychological Wellbeing is 88.24, with a standard deviation of 14.396. This indicates that the scores for Psychological Wellbeing are fairly spread out, with a moderate degree of variability around the mean.

The mean score for Gratitude is 31.93, with a standard deviation of 5.398. This indicates that the scores for Gratitude are less spread out than those for Psychological Wellbeing, with less variability around the mean.

The mean score for Hope is 49.36, with a standard deviation of 9.818. This indicates that the scores for Hope are moderately spread out, with a moderate degree of variability around the mean.

Finally, the mean score for Life Satisfaction is 22.01, with a standard deviation of 6.959. This indicates that the scores for Life Satisfaction are fairly spread out, with a moderate degree of variability around the mean.

Overall, these descriptive statistics provide a snapshot of the distribution of scores for each variable in the sample. The means and standard deviations can be used to compare the level of each variable relative to each other and to the possible range of scores. For example, we can see that the mean score for Gratitude is lower than the possible maximum score of 35, while the mean score for Psychological Wellbeing is closer to the possible maximum score of 110.

Table 3.2. Correlations

	Gratitude	Hope	Life Satisfaction	Psychological Wellbeing
Gratitude	-	.496**	.612**	.453**
Hope	-	-	.683**	.492**
Life Satisfaction	-	-	-	.519**

** . Correlation is significant at the 0.01 level (2-tailed).

The table mentioned above shows the relationship between all the variables used in this study. The four variables are: gratitude, hope, life satisfaction, and psychological wellbeing. The matrix shows the Pearson correlation coefficients between each pair of variables.

The result of correlation analysis supports the hypotheses of the study. It is discussed below:

Hypothesis 1: life satisfaction has a positive relationship with psychological well-being. The correlation between life satisfaction and psychological wellbeing is also statistically significant and positive, supporting the idea that these two constructs are closely related.

Hypothesis 2: gratitude has a positive relationship with psychological wellbeing. The correlation between gratitude and psychological wellbeing is statistically significant and positive, indicating that gratitude may be an important contributor to psychological wellbeing.

Hypothesis 3: hope has a positive relationship with psychological well-being. The correlation between hope and psychological wellbeing is also statistically significant and positive, suggesting that hope may be another important factor in promoting psychological wellbeing.

From Table no.2, the strength of the correlations can also be noted, with the **strongest correlations** being between Life Satisfaction and Gratitude ($r = .612$) and between Hope and Life Satisfaction ($r = .683$).

Table 3.3. ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Regression	7009.951	3	2336.650	16.608	.000 ^b
Residual	13506.289	96	140.691		
Total	20516.240	99			

a. Dependent Variable: Psychological Wellbeing

b. Predictors: (Constant), Gratitude, Life Satisfaction, Hope

The ANOVA table provides information about the significance of the regression model.

The table shows that the regression model accounts for a significant amount of the variance in Psychological Wellbeing scores, as indicated by a significant F-test ($F=16.608$, $p<.001$). The "Regression" row shows the sum of squares, degrees of freedom, and mean square for the regression model, while the "Residual" row shows the sum of squares, degrees of freedom, and mean square for the errors or unexplained variance in the model.

The F-test compares the ratio of the explained variance (sum of squares regression) to the unexplained variance (sum of squares residual). In this case, the F-value of 16.608 indicates that the explained variance is significantly greater than the unexplained variance, and thus the model is a good fit for the data.

This ANOVA table supports the conclusion that the regression model including Gratitude, Life Satisfaction, and Hope as predictors significantly predicts Psychological Wellbeing scores.

Table 3.4. Coefficients

	B	Std. Error	Beta	t	Sig.
Gratitude	.553	.281	.207	1.967	.052
Hope	.304	.168	.207	1.809	.074
Life Satisfaction	.551	.259	.266	2.127	.036

a. Dependent Variable: Psychological Wellbeing

The table shows the coefficients for a multiple regression model with three predictor variables (Gratitude, Hope, and Life Satisfaction) and a dependent variable of Psychological Wellbeing.

The results show that the constant term (i.e., the value of Psychological Wellbeing when all predictor variables are equal to zero) is 43.486. Gratitude, Hope, and Life Satisfaction all have positive unstandardized coefficients, indicating that higher scores on these predictor variables are associated with higher scores on Psychological Wellbeing. However, Life Satisfaction has a statistically significant standardized coefficient ($\beta = .266$, $p = .036$), suggesting that it is the most important predictor variable in the model. This result is in accordance with the **Hypothesis 6: Life satisfaction is a significant predictor of psychological well-being**. Gratitude and Hope have beta coefficients that are marginally significant ($p = .052$ and $p = .074$, respectively), supporting the **Hypothesis 4: gratitude is a significant predictor of psychological wellbeing** and **Hypothesis 5: Hope is a significant predictor of psychological well-being** suggesting that they may also be important predictors, but more research would be needed to confirm this. Thus, the result supports the other hypotheses of the study, i.e.,

The multiple regression analysis provided in the model summary and coefficients table supports the **Hypothesis 1** that Life Satisfaction is positively correlated to Psychological Wellbeing. The standardized coefficient for Life Satisfaction is significant ($\beta = .266$, $p = .036$), suggesting that it is the most important predictor variable in the model.

4. Discussion

The aim of this study was to investigate the relationship between Gratitude, Hope, Life Satisfaction and Psychological Wellbeing among young adults working in the corporate sector. The study yielded three main conclusions. First, all the variables had a statistically significant relationship. Second, there was a positive correlation between gratitude, hope, and life satisfaction with psychological wellbeing. Finally, all three predictor variables significantly predicted psychological wellbeing in young adults in the corporate sector. The results also suggest that the variables are interdependent on each other. The most significant predictor for psychological wellbeing was found to be life satisfaction ($\beta = .266$, $p = .036$), followed by gratitude and hope ($p = .052$ and $p = .074$, respectively).

The study confirmed that all variables have a significant relationship, and the predictor variables significantly predict psychological wellbeing in young working adults, which supports all the hypotheses. Gratitude, hope, and life satisfaction are all positive emotions, and the findings suggest that individuals who experience these emotions more frequently and intensely are likely to have higher levels of psychological wellbeing. These findings have practical implications for promoting psychological wellbeing in young working adults by enhancing their experiences of positive emotions such as gratitude, hope, and life satisfaction.

The present study offers valuable insights into the interrelationships among Gratitude, Hope, Life Satisfaction, and Psychological Wellbeing, affirming the significance of positive psychological factors in promoting overall well-being. This study is in line with a growing body of literature that supports the same findings. For instance, (Singh, et al., 2022) found a positive correlation between gratitude, hope, and psychological wellbeing in young adults. (Kardas, et al., 2019) also established that life satisfaction, along with other positive psychology variables, predicts psychological wellbeing. Additionally, (N. Sharma, 2019) showed a positive correlation between hope and psychological wellbeing. Similar results were found in studies conducted by (Irving, Snyder, & Crowson, 1998) and (Snyder, 1996).

The positive correlation among all the variables used in this study indicates that Gratitude, Hope, Life Satisfaction, and Psychological Wellbeing are interrelated. Therefore, experiencing any one of these positive emotions can impact the other variable. For instance, research conducted by Fröh et al. (2010) showed that when adolescents practice gratitude, they experience higher levels of life satisfaction, positive emotions, and better academic performance. Furthermore, a study by Chan (2010) found that hopeful thinking can predict life satisfaction and psychological wellbeing in young adults. These findings support the idea that positive emotions are interconnected and enhancing one can have a positive impact on the others.

The results of this study indicate that individuals experiencing lower levels of Psychological Wellbeing may benefit from interventions that target positive psychological factors such as Gratitude, Hope, and Life Satisfaction. Therefore, implementing interventions aimed at enhancing these factors can be an effective way to promote overall well-being in young working adults. This is supported by previous research, such as a study by (S. Kaplan et al. 2014), which found that gratitude interventions were effective in enhancing employee wellbeing. Similarly, a study by Seligman et al. (2005) found that a gratitude intervention led to significant improvements in subjective wellbeing and decreased symptoms of depression in young adults. Thus, organizations can consider incorporating interventions that target positive psychological factors as part of their well-being programs for employees.

5. Recommendations and Future Implications

Based on the findings of the present study, some recommendations can be made for future research in this area. First, future studies should explore the relationship between these variables among more diverse samples, including individuals from different age groups, cultures, and socioeconomic backgrounds. This will help to determine the generalizability of the present study's findings. For instance, a study by Kardas et al. (2019) found that while life satisfaction was positively related to psychological wellbeing, it accounted for a relatively small portion of the variance compared to gratitude, hope, and optimism. However, it is important to note that the current study was conducted on a sample of young adults working

in the corporate sector, which may limit the generalizability of the findings to other populations. Therefore, future research could consider using more diverse samples and investigating potential differences in these relationships.

Secondly, it would be beneficial to conduct longitudinal studies to investigate the causal relationships between these variables over time. This will help to determine if changes in gratitude, hope, or life satisfaction led to changes in psychological wellbeing or vice versa. Thirdly, future studies may consider using different measurement tools to assess these variables. Finally, future studies may also consider testing the effectiveness of interventions aimed at enhancing these positive psychological factors in promoting overall well-being among young adults working in the corporate sector.

The present study on the relationship among gratitude, hope, life satisfaction, and psychological wellbeing has important implications for future research and interventions aimed at promoting overall well-being in young working adults. One important implication is that future studies should consider examining the relationships among these variables in different populations. Additionally, interventions aimed at enhancing these positive psychological factors, such as gratitude, hope, and life satisfaction, may be effective for promoting overall well-being in young adults in the corporate sector. Moreover, organizations and employers can also consider incorporating interventions that target positive psychological factors into their workplace wellness programs to promote the overall wellbeing of their employees. Finally, this study underscores the importance of taking a holistic approach to promoting well-being, by emphasizing the role of positive psychological factors in addition to addressing negative psychological factors in interventions and programs aimed at enhancing well-being.

5.1.Limitations

First, the study was conducted using standardized questionnaires, which may limit the depth of the data collected. Self-reported measures are subject to social desirability bias, which may affect the accuracy of the results. Future studies may consider incorporating multiple sources of data and objective measures to supplement self-reported data. Second, the study was conducted on a sample of 101 young adults working in the corporate sector in different fields. This may limit the generalizability of the findings to other populations, such as older adults or individuals working in other sectors. Future studies may benefit from using more diverse samples and investigating potential cultural and contextual differences. Third, the study did not control for potential confounding variables, such as age, gender, and socioeconomic status, which may influence the relationships among the constructs. Future studies may consider controlling for these variables or investigating their potential moderating effects.

Moreover, the study used a cross-sectional design, which can limit the ability to establish causality and infer directionality of the observed relationships, especially because this mediation analyses often lead to biased estimates compared to longitudinal ones (Maxwell and Cole 2007). Finally, the sample size of 101 may be considered relatively small, which may limit the statistical power of the analysis and increase the risk of Type II errors. Future studies may benefit from using larger sample sizes to increase the generalizability and reliability of the findings.

6. Conclusion

In conclusion, the present study explored the relationship between Gratitude, Hope, Life Satisfaction, and Psychological Wellbeing among young adults working in the corporate sector. The results supported all the hypotheses of the study, indicating that all the variables are interrelated, and gratitude, hope, and life satisfaction have a positive correlation with psychological wellbeing. It was also found that all the variables significantly predict psychological wellbeing in young adults. The findings suggest that promoting positive emotions, such as gratitude, hope, and life satisfaction, may be effective in promoting psychological wellbeing among young working adults. This study contributes to the growing body of literature that emphasizes the importance of positive psychological factors in promoting overall well-being. However, future studies should consider cultural and contextual differences, use more diverse

samples, and investigate effects of interventions aimed at enhancing these positive psychological factors. Overall, the findings of this study have important implications for understanding and promoting the psychological well-being of young adults in the corporate sector.

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