

**PREDICTING SWB FROM TP IN EMERGING & MIDDLE  
ADULTS: MEDIATING ROLE OF PERSONALITY**

**Ph.D. THESIS**

*by*

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**DEPARTMENT OF HUMANITIES AND SOCIAL SCIENCES  
INDIAN INSTITUTE OF TECHNOLOGY ROORKEE  
ROORKEE – 247 667 (INDIA)  
APRIL, 2018**

**PREDICTING SWB FROM TP IN EMERGING & MIDDLE  
ADULTS: MEDIATING ROLE OF PERSONALITY**

**A THESIS**

*Submitted in partial fulfilment of the  
requirements for the award of the degree*

*of*

**DOCTOR OF PHILOSOPHY**

*in*

**PSYCHOLOGY**

*by*

**AKANSHA DWIVEDI**



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APRIL, 2018**

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## CANDIDATE'S DECLARATION

I hereby certify that the work which is being presented in the thesis entitled **“PREDICTING SWB FROM TP IN EMERGING & MIDDLE ADULTS: MEDIATING ROLE OF PERSONALITY”** in partial fulfilment of the requirements for the award of the Degree of Doctor of Philosophy and submitted in the Department of Humanities and Social Sciences of the Indian Institute of Technology Roorkee, Roorkee is an authentic record of my own work carried out during a period from July, 2013 to April, 2018 under the supervision of Dr. Renu Rastogi, Professor Department of Humanities and Social Sciences, Indian Institute of Technology Roorkee, Roorkee.

The matter presented in this thesis has not been submitted by me for the award of any other degree of this or any other Institution.

**(AKANSHA DWIVEDI)**

This is to certify that the above statement made by the candidate is correct to the best of my knowledge.

(Renu Rastogi)  
Supervisor

**Date:**

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## **ABSTRACT**

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The attainment and maintenance of an optimal level of happiness is an essential human need, regardless of age. Though a consensus exists upon the answer to the question about what constitutes happiness, to reach an absolute description of subjective wellbeing and of its antecedents and correlates is a tough task, or to be precise, virtually impossible. Majority of the researches on subjective wellbeing have shown a gargantuan concern in recent years about the conditions or situations that make human beings happy. Though most studies account for how the changing societal conditions accompanied by technological revolution in the last two decades have negatively influenced the wellbeing of emerging and middle adults, they have myopically omitted the havoc wreaked by these changes. It has become important to ascertain how generational differences influence wellbeing. Unto that end developing a better understanding of the characteristics of healthy psychological development in these groups is required. The present research empirically examines the role of time perspective (TP) and personality, in predicting subjective wellbeing (SWB) of the two distinct groups with generational differences, emerging and middle adults. It focuses on whether generational differences and characteristics affect decisions about the objective life conditions and also looks into how temporal cognitive-emotional frame (time perspective), and personality of different generational groups interact and influence subjective wellbeing.

For the purpose of the study, primary responses were collected from 517 participants among whom 244 were emerging adults, while 273 were middle-aged adults. Data analysis was performed by using SPSS©20 and AMOS©21. The data was checked for missing values, normality, reliability, and non-multicollinearity. Confirmatory factor analysis (CFA) was employed to obtain the factor structure and fitness of the obtained factor pattern on the focused sample.

The proposed hypotheses of this study were examined using t-test, multiple hierarchical regression technique, and mediation was tested using the Preacher and Hayes (2008) SPSS PROCESS MODEL. The findings of this study suggest that generational characteristics have an insignificant role in SWB. In contrast, and against our expectations, both groups were rated an equal level of subjective wellbeing, which means that there is no generational difference in the

experience of SWB. The results reveal that TP is a unique predictor which produces a remarkable variance in the SWB of both groups. The study also demonstrates that personality functioned as a partial mediator for emerging adults while fully mediate the proposed association of TP and SWB for middle adults.

The findings reported in this study make several contributions to the literature on subjective wellbeing. This study provides updated estimates for the associations between SWB and some of its most important antecedents such as time perspective and personality in the Indian cultural context. This model of wellbeing may help to resolve some of the controversies that currently exist as to whether or not wellbeing is influenced by generational characteristics and age. Furthermore, personality traits also mediate the relation of TP and SWB. The current study advised developing a better understanding of the differences and similarities between generational groups. The study also suggests that with this understanding human resource professionals, psychologists, and families can develop a better way to interact with different generation or age groups in the process of making policies, and methods to deal with them. Which ultimately leads to improved satisfaction, better decision-making ability, commitment, and retention in these groups. It is important, especially for any educational institute or organization to first develop a time perspective and personality profile of the individuals so that assessment of adjustment, perception, psychological state and health can be made.

**Key Words:** Generation, Subjective Wellbeing, Time Perspective, Personality

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In the end, it must be added here that I solely take the responsibility for any error or shortcoming in this research work.

AKANSHA DWIVEDI

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## LIST OF ABBREVIATIONS

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CFA	Confirmatory Factor Analysis
SWB	Subjective Wellbeing
NA	Negative Affect
PA	Positive Affect
TP	Time Perspective
PP	Past Positive
PN	Past Negative
PH	Present Hedonistic
PF	Present Fatalistic
F	Future
E	Extraversion
C	Conscientiousness
A	Agreeableness
I	Intellect
N	Neuroticism
IV	Independent Variable
DV	Dependent Variable
SD	Standard Deviation
SWLS	Satisfaction with Life Scale
PANAS	Positive Affect and Negative Affect Schedule
ZTPI	Zimbardo Time Perspective Inventory
IPIP	International Personality Item Pool five-factor

## CHAPTER I

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### INTRODUCTION

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The attainment and maintenance of an optimal level of happiness is an essential human need, regardless of age (Gomez, Allemandb, & Groba, 2012). Though a consensus exists on what constitutes happiness, to reach an absolute description of happiness and of its antecedents and correlates is a herculean task, or to be precise, virtually impossible. Majority of the researchers on subjective wellbeing have shown a gargantuan concern in recent years about the conditions or situations that make human beings happy.

In the 21st century, it is clearly visible that the life of young and middle adults has become increasingly different from that of the earlier generations and is also individually different from each other. The life of young people is different from middle adults' young life in the manner that marriage and parenthood are postponed for about four to six years. Their education may extend for a few more years, such as an extended undergraduate program—the “four-year degree” in five, six, or more—and graduate or professional school (Boniwell, Osin, Alex Linley, & Ivanchenko, 2010); frequent job changes leading them to take more time to achieve stability in career (Arnett, 2015). Midlife, on the other hand, “falls at a critical juncture at the intersection of upward and downward trajectories in many domains, prime period for connections across earlier and later periods of the life course” (Lachman, 2015). There is an unusual juxtaposition to be seen in the social, biological and psychological forces that lead to the reconfiguration of the middle years of adulthood into a separate, distinct life stage. Middle adulthood is seen as the stage where major changes would take place including a decrease in physical and intellectual vigor, social disengagement, seclusion and a feeling of melancholy. It plays out at the interpersonal, intergenerational levels through roles such as parenting, caregiving, and mentoring. Though most studies account for how the changing societal conditions accompanied by the technological revolution in the last two decades have negatively influenced the wellbeing of emerging adults, they have myopically omitted the havoc wreaked by these changes on middle adults. It is highly important to ascertain how generational differences



influence wellbeing, and how the naïve emerging and experienced middle adults differ in overcoming the challenges of daily life hassles they face at their workplace, college, and home.

Happiness is a vital aspect of a good life and essential for human functioning. It is shaped by how a person ‘sees’ his/her life and the explanations he/she makes for it. The core concern of this study is, what factors influence the subjective wellbeing of two generational groups, including emerging and middle adults, as each generation offers its own unique benefits and challenges to the society. In this way, a better understanding of subjective wellbeing will be achieved. The study argues that the differences in interpersonal relations, social roles, responsibilities, and activities of each generational group develop dissimilar beliefs and perceptions that they hold about things around them, ultimately leading to differences in judgments about life experience, especially the evaluation of happiness. Furthermore, there is a need to develop a better understanding of the characteristics of healthy psychological development that promotes positive experiences, persistence in happiness, tranquility, and satisfaction in these groups. This thesis empirically examines the role of time perspective and personality in predicting wellbeing (subjective) of two distinct groups with generational differences.

Much of the literature on generational studies are anecdotal and lack clear methodology or is exploratory. There is a dearth of studies that include two generations to allow for comparison in specific areas, which would yield insights about generational differences in wellbeing. In the present study, we investigated the generational differences in subjective wellbeing by comparing emerging and middle adults with respect to their time perspective and personality. In particular, it focuses on whether generational differences affect their perception about life situations, with the function of different temporal cognitive frame and personality traits of these two-generation groups.

## **1.1 RESEARCH GAP**

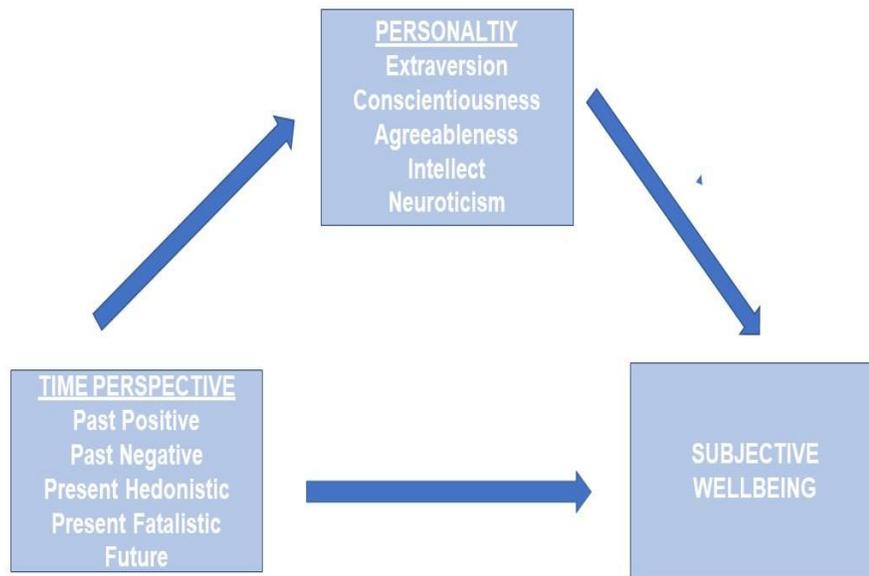
Unfortunately, the current understanding of how wellbeing changes across the adult lifespan, especially, in between generations is poorly understood because of limited theoretical frameworks addressing this complex phenomenon. As most psychologists and social scientists agree that the contemporary generation of young is different from middle adults and the

differences in psychological as well as technological aspects will have major domination on different life domains (Twenge & Campbell, 2010), such studies would definitely enhance our current understanding on wellbeing.

Though some studies have explored whether generational differences were associated with improvements or deteriorations in wellbeing, their findings have been inconsistent. This study is aiming to develop a better understanding of generational differences in wellbeing using a novel theoretical framework. Conducting this research will aid in providing a better understanding of how certain motivational constructs interrelate with age and may be helpful in achieving psychological health over the lifespan. In addition, investigating this model of wellbeing may help to resolve some of the controversies on whether wellbeing increases with age. This study explored the construct, SWB, in the context of generational differences (Generational groups differ in age with emerging adults included in one sample and middle adults included in the other sample) which also differs in their developmental characteristics, experiences, life tasks, and orientation. The younger group faces innumerable stressors such as leaving home for educational or career purpose and adjustment with novel situations. As young people, they play an active role in scripting the course of their lives, charting new roles outside the family, and maintaining rewarding and supportive ties. This developmental stage is totally different from later adult stages where individuals acquire experiences from different life domains and establish a comparatively more stable identity for themselves. Furthermore, in midlife, researchers expect adults to show some variation in their subjective wellbeing as they are guided by other demographic characteristics including marital status, education, and life experiences.

Majority of subjective wellbeing researches in the context of time perspective, have characterized as a dispositional-situational construct, are predominantly based on white people in western socio-cultural contexts thus this study would fill the void of not having studied from Indian population and contribute to the universality of the findings. Recent researchers on subjective wellbeing argue that to develop valid and generalizable empirical findings for the field of subjective wellbeing, more data from diverse cultural context is needed (Lucas & Gohm, 2000). There is an emergent body of literature, which instigates researchers to examine 'how' one's understanding of time may influence their wellbeing (Strack, Schwarz & Gschneidinger,

1985; Yeung, Fung & Lang, 2007; Anagnostopoulos & Griva, 2012; Zhang, Howell, & Stolarski, 2013). Time perspective is a psychosocial construct that is influenced by the social and cultural ecosystem. The notion of TP in relation to SWB needs to be studied in diverse cultural contexts as the SWB is influenced by cultural and individual variables. Researchers argue that Life–circumstances, and cultural variables such as socializing process, modeling, and education shape TP (Seginer, 2003; Zimbardo & Boyd, 1999), personality (Triandis & Suh, 2002) and SWB (Diener, Oishi, & Lucas, 2003). Therefore, it would seem important that not only the concept of SWB and TP be investigated more thoroughly, but it should also be investigated in the generational context along with the developmental characteristics.



**Figure 1.1 The Proposed Conceptual Model Colligating between the Latent Constructs of Subjective wellbeing (SWB), Time Perspective (TP) and Personality.**

## 1.2 THEORETICAL FRAMEWORK

### 1.2.1 The Notion of Generation

The term generation is often used to connect people in a group characteristically associated by chronological age. However, age may not be the only factor that links these groups. People born within a specific timeframe also experience similar significant historical, social, and cultural events. These events influence their beliefs, expectations, and actions (Kupperschmidt, 2000; Strauss & Howe, 1991). Generation can be defined as cohorts of people born at a common point in history, an identifiable group, which shares significant life events at critical developmental periods (Eyerman & Turner, 1998; Mannheim, 1952; Schaie, 1965). And these groups are heavily influenced by parents, peers, media, critical economic and social events, and popular culture of that society (Twenge, Campbell, Hoffman, & Lance, 2010). Notably, these antecedent factors form common value systems which demarcate them from people who were born at different time period (Twenge et al., 2010). Literature suggests the following categories of generations.

**Table: 1.1 Classification of Generations**

<b>Generation</b>	<b>Birth Year</b>	<b>Other Names</b>
• Millennial	1982-2000 (Twenge et al. 2010)	Gen Y, Generation Next, Nexters, Net Gen (Zemke, Raines, & Filipczak, 2000)
• Gen X	1965-1979 (Murphy, 2011)	-
• Baby Boomers	1946-1964 (Siegel, 1996; Dulin, 2008)	-
• Veterans	1925-1945 (Twenge et al. 2010)	Matures, Traditionalists, or Silent generation, Pre-Boomers

The current study focuses on only two generations: Millennial and the Baby Boomers; For the sake of preciseness the study would delimit the former to include only the late Millennial people whose age ranges from 18 to 25 (1991-1998) Arnett's named this group, the emerging adults and subsequently the phase as emerging adulthood (Arnett, 2001; Facio and Micocci 2003; Maysless and Scharf, 2003). The study uses Arnett's term to refer to this age group. The

latter would include people only within the age group of 55-65 years (1956-1964), termed as middle adulthood and these two terms would be used recurrently in the present study.

### **1.2.2 Developmental Theories**

Several developmental psychologists have evinced many stage theories of adulthood and these theories recognize a set of challenges or crises that occur when a person passes through one to another phase of adulthood or aging process. Theorists differ in the process of classification of the type and numbers of challenges and crisis of the adult development. Erik Erikson's (1968) psychosocial stage theory is the most well-known of these. As part of the Eight Stages Theory of human development, each stage is characterized by psychological crises of two conflicting forces, namely, Intimacy versus Isolation in early adulthood, and Generativity versus Stagnation for middle adults and the last in late adulthood, Integrity versus Despair. In the stage of Intimacy versus Isolation, young adults must figure out how they can become close and connect with others to avoid isolation. During Generativity versus Stagnation, middle adults should focus beyond themselves, and concern themselves with establishing and guiding their next generation, family, friends, work, and society (Erikson, 1968). Erikson argues that if any of these challenges are not resolved in their respective stage, an individual may have to suffer some crisis where they would have to reevaluate their current and past life choices.

Psychiatrist Gould (1978) advanced a six stages theory of adulthood that begins with adolescence and continues till the mid-life that presents several developmental challenges in adulthood. From ages 18 to 22 (early adulthood), the dominant challenge is independence particularly from the family members and leaving home as well. "Young adults are strongly peer-oriented; the future is perceived vaguely and "out there" and "real-life" is considered to be just around the corner". From age 22 to 28, young people have a strong urge to control their life and procure adult competence; commitments are made and carried in full faith without any critical examination. In the process, they realize the reality and learn that rationality will not always win. From age 29 to 34 (crisis of questions) (Gould called this period 'opening up to what's inside') individuals realize that there is a contradiction between emotions and rationality, pay more attention to their deeper feelings and complicated selves, and reevaluate their choices and promises set for themselves. During the age of 35 to 45 (crisis of urgency), individuals set goals and are focused to achieve them. People also develop awareness of aging and health.

During the age 43 to 50, individuals face the crisis of attaining stability and move away from the sense of urgency. Beyond the midlife, the last stage Gould outlines starts from the age of 50.

### **1.2.3 Emerging Adults**

*Emerging Adulthood* is a relatively newly defined stage in development psychology that falls between the late teens through the early twenties and bridges the gap between adolescence and young adulthood (18-25) (Arnett, 1998). The term ‘emerging adulthood’ is meant to imply that this phase of life includes aspects of both adolescence and adulthood (Arnett, 2001). Emerging adults experience the freedom and autonomy of adulthood, while maintaining the self-focus and moratorium from the sense of responsibility, which is a characteristic of adolescence. Arnett (1998, 2000a) suggested five features that distinguish them from late adolescence and young adulthood. They are identity exploration, instability in love, place and work patterns, focus on self, feeling in-between in transition, neither adolescent nor adult, and optimism of emerging adulthood. Arnett argued that the necessity of using the term “emerging adulthood” as the terms that have been used differently by different scholars including late adolescence, young adulthood, youth, transition to adulthood are unfit to describe the essential characteristics of the 18 to 25 age group (Arnett, 2000a). In all, the most frequently occurring term in youth literature is “young adulthood” that is not suitable to describe that period as the term “young adulthood” implies a full-fledged state where adulthood has been achieved, but, people do not jump directly from adolescence to adulthood, rather they are in undeniable confused state where they are not ready to accept their status as an adult (Arnett, 2004). He further added that it is an umbrella term, which covers the periods from preteens to age 40. Moreover, if the period of 18-25 is considered as "young adulthood," there would be a confusion regarding the term to be used for people who belong to the 30-40 age group. Arnett claimed that the term “young adulthood” must be reserved for people in the age group of 30 to 40 years as it seems more relevant for them. By the age of 30 most of the people have a feeling of having settled down, after experiencing many social roles and duties, have a feeling of stability in job, the act of selection of partner is almost done and they also experience parenthood which is usually linked with adulthood.

#### **1.2.4 The relevance of the concept of Emerging Adulthood in India**

The developmental researchers explored the transition to adulthood in different cultural background and nations worldwide; including developed and developing societies such as United States (Arnett, 2003), Europe (Arnett, 2006), Czech (Macek, Bejcek, & Vanícková, 2007), China (Nelson & Chen, 2007; Badger, Nelson and Barry, 2006), Canada (Cheah & Nelson, 2004), Japan (Rosenberger, 2007), Israel (Mayseless & Scharf, 2003), Argentina (Facio & Micocci, 2003) Romania (Nelson, 2009). Only the Indian society is deprived of substantive attention from scholars in examining this critical period of life cycle. In India a few studies have investigated this transitional period such as a study conducted by Chopra (2014) in urban areas of Delhi and Gujarat and another study conducted by Seiter & Nelson (2011) in urban and rural areas within Coimbatore, a city of Tamil Nadu. Seiter and Nelson (2011) “emerging adulthood may exist for a segment, at least, of the population in India but there is great variation within the country, as how it is experienced” (p. 27). In the recent past, due to a globalized economy and technological advancement, Indian social environment has witnessed drastic changes that significantly affect the perceptions of the youth towards different life domains and cause them to question certain paradigms of traditional systems (Kashyap, 1996). Arnett (2000a) stated that the era of globalization will impel the spreading of the phase emerging adulthood over the world. Verma and Saraswathi (2002) observe, “Standing at the crossroads of technological advancement, an open job market and global economy, it is an opportune time to examine how tradition and modernity in sociopolitical and cultural factors have shaped and continue to influence adolescence in India” (p. 106). These changes draw the attention of the researchers towards the perceptions and cognition about this transitional period of adulthood among Indian youth. Arnett (2000) suggested that the concept of emerging adulthood may or may not be present across the societies of the world because the emergence of this period has some precondition. He further added that “Emerging adulthood is not a universal period of human development, but a period that exists under certain conditions that have occurred only quite recently and only in some cultures” (p.21). It means culture has a key role in determining and shaping this stage and it suggests the concept of emerging adulthood should be examined in the Indian context.

With this thought in mind, the current study attempts to accentuate these possible transitions seen through the eyes of adolescents deliberately chosen from a younger age group in

Indian context. Indian society is varied in social structure (collectivist), cultural orientation, language dominance and religious beliefs that have a unique impact on this development stage. It is well established that young adults face numerous challenges related to their school and college lives as well. The prowess to cope with stressful situation is believed to be a vital task for healthy development in emerging adulthood and studies argued that the different life management strategies that are used to cope with these obstacles may adversely affect the mental health of young people.

### **1.2.5 Middle Adulthood**

The period of *middle adulthood* is characterized as a stage of crisis where women and men struggle with the basic existential issues of life. Jung (1933) described midlife as a discontinuous process where individuals are “thoroughly unprepared, take the step into the afternoon of life; worse still, we take this step with the false presupposition that our truths and ideals will serve us as hitherto” (p. 108). The controversy exists regarding the age range of middle adults. Erickson (1958) has also considered (45-65) age range as middle adulthood. Notably, the current study uses 55-65 age range for middle adulthood. This phase of life is also characterized as midlife crisis defined as “psychological and psychosocial stress experienced by many adults as they struggle through this pivotal time of their lives” (Dumbeck, 1997). Most of the literature suggests that midlife crisis are mainly male centered phenomena where their minds are gripped with feelings of fading youth and masculinity (Dumbeck, 1997) therefore, some indulge in adolescent behavior, have an extramarital affair, or buy a sports car to recollecting the virility of youth. While, Women primarily face emotional difficulties in life such as feeling of emptiness, mood swings, and other problems such as memory problems, deterioration in physical beauty (Hayden, Barton, & Hayden, 1997). Middle adulthood shows different age pattern and life course trajectories such as in some cases middle aged people are showing stability in their life pattern (Lachman, Lewkowicz, Marcus, & Peng, 1994; Staudinger & Bluck, 2001). In some other cases this stage become the utmost level of unsuccessful life (Lachman et al, 2015) and happiness and satisfaction with life reaches their nadir point (Blanchflower & Oswald, 2008; Frijters & Beatton, 2012; Stone, Schwartz, Broderick, & Deaton, 2010; Ulloa, Møller, & Sousa-Poza, 2013). Majority of the late middle-aged people suffer from moderate level of depression (Nivya, Keerthi, Ajayan, & Pavitra, 2013) work- life imbalance (Singh, Singhi & Amish, 2015)



less satisfaction with job (Pathak, & Jha, 2003), stress resulting out of life events (Singh, Amish, & Singhi, 2015).

Somewhat over the last decade, late mid aged people were excluded from adult development and aging researches. Lachman et al. (2015) suggested that it became vital to account the variability that not everyone in midlife is down, dumps or depressed, and not everyone's life is gleeful and happy in later life. This disparity within this age group is of great interest to life-span developmental scientists.

Above mentioned discussion underscores the need to deal effectively and pay more attention on young and middle adults to make them happier by taking into account the inter-individual, physiological, psychological, and behavioral differences of these the two groups.

### **1.3 CONCEPTUALIZATION OF VARIABLES**

#### **1.3.1 Subjective wellbeing**

The concept of subjective wellbeing (SWB) is defined as “the cognitive and affective evaluation by the individual of his or her life” (Diener & Diener, 1996). Sirgy (2002) explained SWB as “satisfaction with developmental needs through participation in salient life domains and reflected in a value- laden belief about the totality of one's life”. It is a multidimensional construct (Andrew & Withey, 1976; Chamberlain, 1988; Lucas, Deiner & Suh, 1996) which refers to high level of life satisfaction, positive affect, and low levels of negative affect (Diener, Suh, Lucas, & Smith, 1999; Biswas-Diener, Diener & Tamir, 2004). These dimensions help individuals to maintain their psychological adjustment across the lifespan and culture as well. According to Diener, there are three dimensions of SWB and they are:

- **Life satisfaction:** It is defined as the degree to which individuals judge the overall quality of their life, as a whole, favorably (Oishi, Diener, & Lucas, 2009). As the determination of affective dimension of subjective wellbeing depends on the judgments of the life satisfaction (Frisch, 2006), the important question that arises here is whether the evaluation of an individual's life is the result of one's “thinking” or “emotion”; or it is caused by one's “state” or a “trait”; or it results entirely from "comparison" or results from the gratification of "needs" etc. Many researchers wanted to know what exactly happens in an individuals' mind, when they evaluate their life as a whole and how they report that they were happy and satisfied with different life domains.

- **Positive Affect (PA):** It is a dimension of mood state that reflects an individual's level of pleasurable engagement with the environment (Watson, Clark & Carey, 1988). Positivity nourishes individuals, and positive emotions provide micro nutrients that change us in a way that individuals become more resilient or flourished. PA shows significant association with one's enthusiasm, energy level, mental alertness, mindfulness, interest, joy, and determination (Watson & Tellegen, 1985).
- **Negative Affect (NA):** Characterized as a “general factor of subjective distress, it subsumes a broad range of negative mood states, including fear, anxiety, hostility, scorn, and disgust” (Watson, Clark and Carey, 1988). This mood state shows positive correlation with measures of depression (sadness and loneliness), psychological disturbance and anxiety (Watson, Clark and Carey, 1988) and influences one's cognition (Isen et al., 1985), self-concept, and world view (Watson & Clark, 1984) in a negative manner.

Interestingly, the construct of SWB is generally conceptualized as constituting of life satisfaction (Diener, 1984) and affect balance (balance between positive and negative affect) (Schimmack, 2008). “SWB can be established by standardizing the SWLS and the PANAS scales and combining them (SWB = SWLS + PA - NA)” together (Haslam, Whelan, & Bastian, 2008). This merger incorporates the two dimensions, affect balance and a cognitive assessment of wellbeing and as mentioned, affect balance is the resultant of positive and negative affect.

### 1.3.2 Time Perspective

TP is explained as cognitive (Zimbardo & Boyd, 1999) emotional framework (Guell et al., 2014) used for “encoding, storing, and recalling of personal and social experiences and helps in forming expectations, goals, contingencies and imaginative scenarios” (Zimbardo & Boyd, 1999). It gives a framework to instigate “qualitative differences in the flow of events, influencing attitudes, evaluations and behavior that allow a person to organize his or her life in different spheres” (Guell et al., 2014). This cognitive ability helps to reconstruct the past and builds-up images of the future to go beyond the limits of compelling stimulus forces in the immediate life space and helps to resist the impulsion for instant benefits (Zimbardo & Boyd, 1999). This psychosocial construct predicts many behavioral outcomes including health behavior, decision

making, motivation, academic achievement, risk taking, rumination, goal setting and more (Zimbardo & Boyd, 1999; Guthrie, Butler & Ward, 2009).

Time perspective is a multidimensional construct; categorized into the 1) past-negative, 2) past positive, 3) present hedonistic, 4) present fatalistic, and 5) future perspective (Zimbardo and Boyd, 1999). These perspectives of time are responsible for different behavioural, emotional and social outcomes (Holman & Zimbardo, 2009, Stolarski et al., 2014), and in particular it affects people' quality of life (Boniwell & Zimbardo, 2003), as discussed below:

1. **Past Time Perspective:** The past time orientation is characterized by negative and positive feelings about one's past experiences. It depends on person's evaluation or acceptance. This perspective of time is further categorized into (1) past negative, and (2) past-positive.
  - **Past Negative Time Perspective (PNTTP):** This perspective of time incorporates a pessimistic, negative, or aversive attitude toward the past and associated with depression, anxiety, unhappiness, poor interpersonal relationships, lower level of self-esteem (Zimbardo & Boyd, 1999; Anagnostopoulos & Griva, 2012), substance use (Klingermann, 2001) and rejection sensitivity (Bernstein & Benfield, 2013).
  - **Past- positive TP (PPTP):** characterized as a nostalgic, positive construction and glowing attitude about the past ("I get nostalgic about my childhood") (Zimbardo & Boyd, 1999). This perspective of time shows positive association with happiness and self-esteem and it predicts low depression, anxiety, and aggression (Zimbardo & Boyd, 1999). It may also provide an adaptive coping mechanism for patients to cope with severe health conditions (e.g. cardiac disease) (Hamilton, Kives, & Micevski, 2003).
2. **Present Time Perspective:** Present TP is characterized by that behaviour which is not or is less concerned with future goals, risks and threat. The present TP nomenclature is further categorized into hedonistic and fatalistic and both show association with positive as well negative psychological functioning. It has two sub time orientations including:
  - **Present Hedonistic TP (PHTP):** Defined by present enjoyment, pleasures and excitement, where people live every moment of life for future rewards and are little concerned about future consequences (Zimbardo & Boyd, 1999). It is hypothesized that PH people are spendthrifts and they might be tempted to take loans from bank or people and delay in paying it.

- **Present Fatalistic TP (PFTP):** Characterized as a fatalistic, helpless, and hopeless attitude toward life. PF is associated with “absence of efficacy belief” (Zimbardo & Boyd, 1999). Person who score high on PF, believe that things are pre-decided and it cannot be changed by one’s action and efforts (external locus of control), and are more vulnerable for several pathological problems including depression and anxiety.
3. **Future Time Perspective (FTP):** FTP is defined as “the degree to which and the way in which the chronological future is integrated into the present life-space of an individual through motivational goal-setting processes” (Husman & Lens, 1999). This perspective of time is considered as cognitive and is a motivational variable that results from goal setting and making plans for future goal achievement. It has been associated with a clear vision about the future and awareness of the effects of current actions on future outcomes (Rothspan & Read, 1996). It is responsible for many behavioural outcomes such as delay of gratification (Bembenutty & Karabenick, 2004; Gjesme, 1979), academic achievement (Volder & Lens, 1982), health promoting behavior (Hamilton, 2003), healthy social relationships (Lang & Carstensen, 2002), and psychological health (Peetsma & Van der Veen, 2011). Individuals who score high on FTP inclined to be more creative, open, energetic, and have higher levels of self-esteem.

### 1.3.3 Personality

The first use of the term personality equates to social skill or adroitness. An individual’s personality, in general, is the most outstanding or salient impression that an individual creates in others. Many theorists have approached personality in quite different ways. The major theories include dispositional, perspective, psychodynamic, humanistic, biological, behaviorist, evolutionary and social learning perspective.

Personality is defined as the sum total of “who you are- your attitude and reactions, both physical and emotional”. It is what makes each person different from another person in the world. In other words, personality represents one’s unique thoughts, acts, and feeling throughout life. Personality develops under the influence of the inherited characteristics of the individual and the environment, in which the development takes place. Many dimensions can be talked of within this process, like talent, intelligence, education, feelings, joy, sorrow, beliefs, friendship, traditions, expediency, morals, way of talking, responsibility, culture, sincerity, talkativeness,

jealousy, and nervousness.

According to McAdams and Pals (2006) “Personality is an individual’s unique variation on the general evolutionary design for human nature, expressed as a developing pattern of dispositional traits, characteristic adaptations, and integrative life stories, complexly and differentially situated in culture” (p. 212). This definition focuses on three distinct levels of personality, which represent the heart of most personality definitions including: characteristic adaptations, life stories, and traits. Both adaptation characteristics and life stories portray an individual’s adaptation to their socio-cultural context. On the other hand, traits are described as a cluster of similar behaviors that encompasses physical features, gestures and posture (Sinha, 2008, p.100). These traits are described as “the relatively enduring patterns of thoughts, feelings, and behaviors that distinguish individuals from one another” (Roberts, Wood & Caspi, 2008). It is relatively stable personal characteristic along with situational variables that influence behavior, cognition and affect (Zillig et al., 2002; Wilt & Revelle, 2009) are hierarchically organized, with more specific traits.

The present study adopts the perspective of five-factor theory (FFT; McCrae & Costa, 1996). FFT is one of the most prominent models in contemporary psychology to describe the most salient aspects of personality (John & Srivastava, 1999). FFT model explains that these five factors are endogenous tendencies that have biological bases and are substantially heritable. These basic tendencies manifest themselves in one’s psychological functioning including attitudes, habits, and motivation as well as a one’s self-concept, and also affect overt and covert behavior of individuals. The model also argues that these five traits emerge from childhood temperamental tendencies, properly grows in the age of adolescence and young adulthood; and are comparatively stable though modest changes can be observed in middle and late adulthood (Roberts, Walton, & Viechtbauer, 2006). Researches argued that these basic tendencies are influenced by external factors (e.g., Bellinger, Leviton, Allred, & Rabinowitz, 1994). There are five dimensions of personality, which are further explained:

- **Neuroticism (N):** It has been defined as “a proneness to experience unpleasant and disturbing emotions” (Wijngaards-de Meij, Stroebe, Schut, Stroebe, Van den Bout, Vander Heijden, & Dijkstra, 2007, p. 499). “Dispositional tendencies toward anxiety, depression, guilt, low self-esteem, tension, irrationality, shyness, moodiness, and

emotionality” characterize the personality trait of neuroticism (Robinson & Marwit, 2006, p. 678). Individuals high on this dimension of personality are more prone to developing mental health challenges (Cremer, 1991).

- **Extraversion (E):** It is the degree to which a person is outgoing, talkative, sociable, and enjoys socializing. Extraversion includes traits such as sociability, assertiveness, activity, talkativeness dominance, confidence, and agency. Extraverts are energetic and optimistic. Low scores on Extraversion show that people are reserved rather than unfriendly, independent rather than followers, even-paced rather than sluggish
- **Intellect:** This personality trait is characterized by imaginative, aesthetics, wide interests, feelings, and values. Individual high on openness trait are less conventional, raise question on function of authority and proposed to entertain new ethical, social and political ideas. Such people are very curious about both inner and outer worlds, and their lives has a standard which is driven by morality, and ethically. They are showing interest to entertain innovative ideas and unconventional values. They experience both positive and negative emotions more keenly than closed individuals do. People low on this trait tend to be conventional and conservative.
- **Conscientiousness (C):** People are always on duty (not careless), thorough (achievement striving), responsible, organized, self-discipline, scrupulous and not impulsive. People who are low on conscientiousness trait are irresponsible, disorganized, impulsive and lacking on self-disciplined.
- **Agreeableness (A):** Agreeable people are modest, trustworthy, and straight forward, gentle and do not believe in show-off. An agreeable person is fundamentally altruistic, sympathetic to others and eager to help them, and in return believes that others will be equally helpful.

Agreeable people are able to inhibit their negative feelings. Agreeable people get less angry over others’ transgressions than do less agreeable people (Meier & Robinson 2004), and this seems to short-circuit aggression (Meier et al. 2006). At the opposite pole is the disagreeable/antagonistic person, who is egocentric, skeptical of others' intentions, and competitive rather than co-operative and they use displays of power to deal with social conflict (Graziano et al. 1996).

## **THESIS STRUCTURE**

This thesis was arranged into five Chapters. Chapter 1 illustrates the background of the study while also describing the statement of the problem, conceptualizing the study variables and states the research questions. Chapter 2 Presents a review of the literature on study variables and informs the reader of earlier works in the chosen area. It identifies the important themes of antecedents and consequences of the study variables. However, the focus was on recent studies and the linkages among the study variables. Chapter 3 Presents the research design part including objectives, participants, sampling procedures, and analytical approach. This part of the Thesis provides information on the instruments of data collection, used to measure the constructs and details. Chapter 4 Deals with the major findings of the study and dedicated to the discussion and results of the study. Chapter 5 concludes the thesis with highlights the limitations, implications and future directions for further studies.

## CHAPTER-II

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### LITERATURE REVIEW

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#### 2.1 SUBJECTIVE WELLBEING

Researchers have been interested in knowing more about the factors contributing to an individual's good life and it's been an important essence of human inquiry in the past few decades. Many philosophers such as Socrates, Plato and Aristotle (Camfield & Skevington, 2008; Hagerty et al., 2001) focused on wellbeing and considered happiness to be a quintessential motivation for human action (Deiner, 1984). Yet for decades, the area of subjective wellbeing has been totally ignored by psychologists (Deiner, 1984) and the major concern of researchers has been to study diseases, weaknesses, and damages (Seligman, 2002). In the 20<sup>th</sup> century, with the help of intense empirical studies, psychologists have attempted to answer integral and yet largely ignored questions like "what happiness is?" and "what factors could enhance it?" These researches largely concentrate on expanding the idea of mental wellness beyond curing and assessing people's suffering from serious clinical problems. In the last decade psychologists and social scientists have been taking the issue of mental health more seriously and have shifted their focus from treatment to prevention. This was the major theme that was introduced in a 1998 meeting held by the American Psychological Association at San Francisco (Snyder & Lopez, 2000). Psychologists believe that human strengths act as a buffer against mental illness. They also claim that these strengths are positively associated with "courage, future-mindedness, optimism, interpersonal skill, faith, work ethic, hope, honesty, and perseverance, the capacity for flow and insight" (Snyder & Lopez, 2000).

Positive psychology (Seligman & Csikszentmihalyi, 2014) gives the answer to the question of what makes life worth living, or simply: What is a good life? What constitutes a good life is a diversified subject to study. Hence, positive psychologist examined the most debatable issue into the three levels: "positive subjective experience, positive individual characteristics, and qualities that contribute to a good society" (Seligman, 1999). According to Linley and Joseph (2004) "positive psychology is defined as a scientific study to promote optimal



functioning across the full range of human functioning, from disorder and distress to health and fulfillment.” (p. 4). They further stated that “the single most important contribution of positive psychology has been to provide a collective identity—a common voice and language for researchers and practitioners from all persuasions who share an interest in health as well as in sickness—in the fulfillment of potential as well as in the amelioration of pathology”. Positive psychologist concentrates on positive subjective experiences and focuses on three different points of time which are

- (1) Past, which emphasizes on wellbeing, contentment and satisfaction;
- (2) Present, centering on the concepts of happiness and flow experiences; and
- (3) Future, which mainly focuses on optimism and hope (Snyder & Lopez, 2000).

In the field of positive psychology, the concept of wellbeing is a relatively new addition for scientific study. Bradburn (1969) was the person who conceived the initial conception of wellbeing and defined wellbeing as a balance of negative and positive emotion. Wellbeing is a broad concept including diverse definitions and measurements. The main concern of the recent researches is to study wellbeing in the context of mental health and positive emotion (Bradburn and Caplovitz 1965; Gurin, Veroff, & Feld, 1960) and the hedonic approach of it deals with the positive emotions and experiences of happiness. The hedonic approach is often called subjective wellbeing, which is a combination of cognitive and affective process.

The literature on wellbeing reveals that the concept of subjective wellbeing was studied as a component of wellbeing. Gallagher and Vella-Brodrick (2007) have argued that most of the previous studies were unable to include all aspects of SWB in one study. So, researchers have suggested that in order to develop a better understanding in the field of SWB, all dimensions of SWB should be considered in one study (life satisfaction, presence of positive affect, and absence of negative affect) (Schaufeli & Bakker, 2004). In the previous chapter a brief discussion of the varied definitions and conceptualizations of SWB have already been provided. The following section of the thesis focuses on significant antecedents and consequences of SWB.

### **2.1.1 Antecedents and Outcomes of SWB**

SWB is a multidimensional and dynamic variable (Busseri & Sadava, 2013), composed of evaluations about different realms of life in a bottom-up (external factors) or component-

based approach (Brief, Butcher, George, & Link, 1993). Previous studies on SWB have concerned themselves with identifying antecedents, which affect different orientations such as general or over all wellbeing, life satisfaction, positive and negative affect. The major aim of these researches has been to identify the external conditions that lead to a satisfied life. Some studies indicate that demographic characteristics (health, income, educational background, and marital status) significantly predict SWB (e.g., Bradburn 1969, Andrews & Withey 1976, Campbell et al. 1976, Wilson, 1967). But these factors have little contribution in producing variance in wellbeing measures; they only have a modest impact on it (for a review see Diener et al. 1999).

The literature review on SWB divulges that it is a construct, which focuses on human strengths not weakness. However, the main focus of previous researches has been on the factors like stress, negative impact of alienation, materialism, work-life imbalance and job burnout which deteriorate psychological wellness (Karabati & Cemalcilar, 2010; Singh, Suar & Leiter, 2012). Other prominent factors that have been used as predictors of SWB in previous studies were individual traits, social and cultural factors such as personality, self-determination, self-construal, family, life goals, social status, and economic condition, size and quality of social networks (Benet-Martínez, & Karakitapoglu- Aygün, 2003; Cross, Gore, & Morris, 2003; Ozer & Martinez, 2006; Chamorro-Premuzic, Bennett, & Furnham, 2007; Schutte, Malouff, Thorsteinsson, Bhullar, & Rooke, 2007). There are also a number of cross-cultural studies that provide evidence that culture has a significant impact on SWB. Studies have also argued that individuals from poor countries have an average level of SWB (Diener, Suh & Oishi, 1997) as compared to wealthier countries (Diener, 1995). Studies help witness that individualistic societies that empathize on individual's autonomy, motives and so forth reports higher SWB, while people of collectivistic, interdependent, poor, and totalitarian societies show lower level of SWB, because these cultures primarily accentuates moral duties, others' needs, and dependency, where groups are considered to be the most important aspect, whereas individuals motives, needs and emotions are assigned a secondary position (Diener, 1999).

Recent researchers have also shown their interest to examine the role of demographic characteristics in ones' happiness (Khan, 2013). In this way, Campbell, Converse, and Rodgers (1976) found about 20 percent accountability of demographic variables on SWB variance. Most trending demographic variables for researches are marriage (Lee, Seccombe, & Shehan, 1991;

Mastekaasa, 1991; Scott, 1991), Gender (Lu, 2010), Age (Campbell et al. 1976; Horley & Lavery, 1994; Pinquart & Sorensen, 2000; Calys-Tagoe, 2014), socioeconomic status (Stansfeld, Head, & Marmot, 1997; Pinquart & Sörensen, 2000; Howell and Howell, 2008), education (Meeks & Murrell, 2001; Calys-Tagoe, 2014), academic achievement (Ganguly, Kulkari, & Gupta, 2017) and residence, and these are significant predictors of SWB in Indian context (Agrawal et al. 2011).

Without underrating the importance of these studies, it is proposed that the focus should be more on the strengths and resource capacities that are associated with internal disposition, which in turn may enhance SWB. Knowing which factor can hamper the SWB is important, but more important is to know what can enhance it. The findings from the recent researches on SWB, which highlights the recent trends of the researches and the linkages and association of SWB with other dispositional, psychological, attitudinal, physical, behavioral processes and outcomes are presented below in a tabular form.

**Table 2.1: Summary of Previous Studies on SWB**

<b>Study</b>	<b>Purpose and Major Findings</b>
<b>Suhail and Chaudhary (2004)</b>	The study examined the occurrence and predictors of wellbeing in an Eastern Muslim culture. Findings of this study suggested that work satisfaction, social support, religious affiliation, social class, income level, and marital status and satisfaction were significant predictors of subjective wellbeing.
<b>Abdo and Alamuddin (2007)</b>	The study looked at how subjective wellbeing was influenced by personality constructs; self-esteem, optimism, and positive affect. Result showed that personality constructs were more important for life satisfaction than demographic variables.
<b>Gallagher and Vella-Brodrick (2007)</b>	The study assessed the predictive value of social support (SS) and emotional intelligence (EI) on subjective wellbeing. It was found that SS and EI, and their interaction effects, significantly predicted subjective wellbeing.

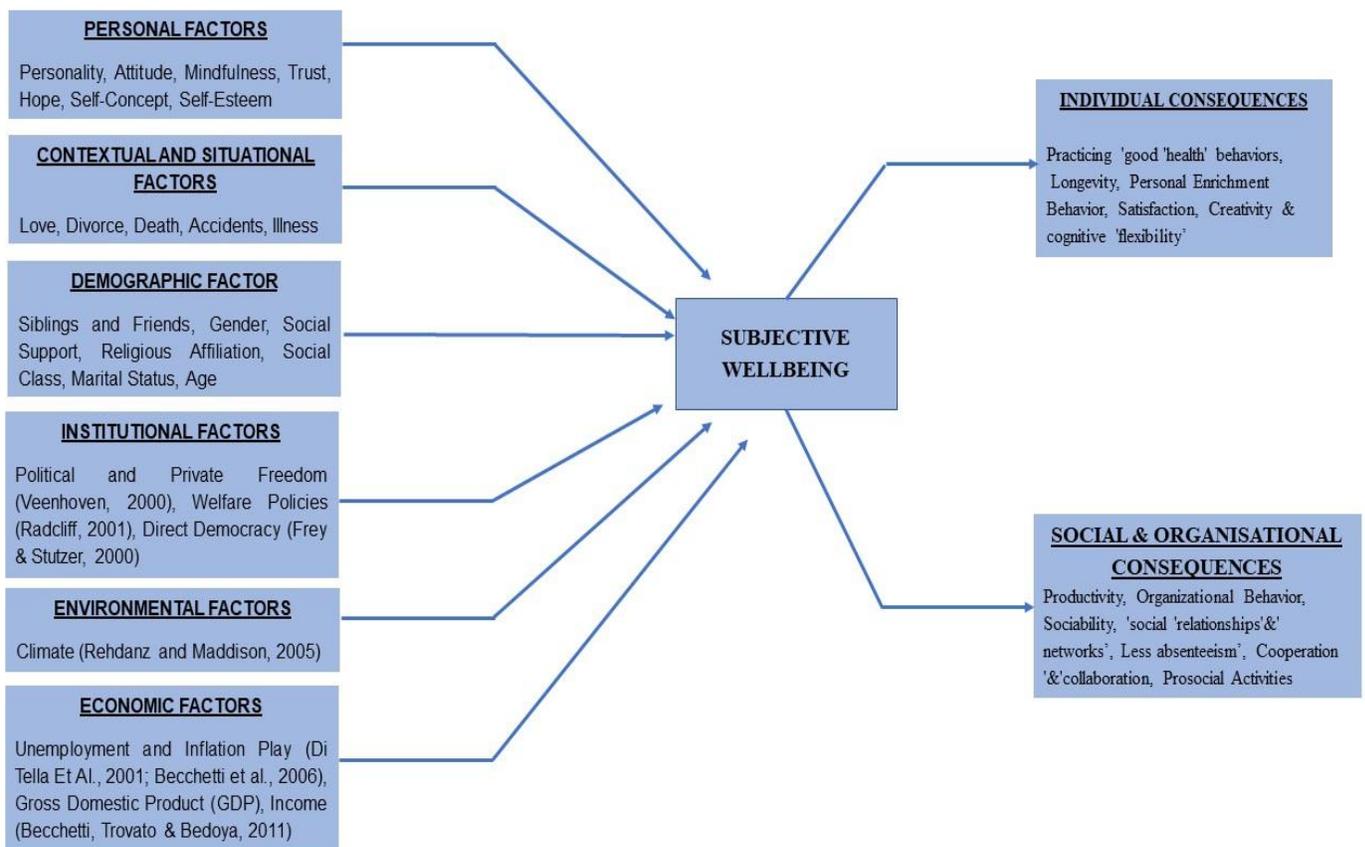
<b>Cohen and Cairns (2012)</b>	The study examined the relationship between searching for meaning in life and subjective wellbeing, and possible influence of demographic variables. The results indicated a negative relationship between searching for meaning and subjective wellbeing. The study confirmed the moderating effects of meaning in life and actualization.
<b>Karatas and Tagay (2012)</b>	The study investigated the linkage between self-esteem, locus of control, multidimensional perfectionism and subjective wellbeing. The results revealed a positive relationship with locus of control and multidimensional perfectionism and these constructs significantly predicted subjective wellbeing.
<b>Khan (2013)</b>	Study examined the association between positive psychological strengths, subjective wellbeing, mentoring and educational encouragement. Study found significant positive relationship between positive psychological strengths with subjective wellbeing, mentoring from teachers and educational encouragement from parents, siblings and friends. Results of the study also revealed that teachers, parents, friends, relatives have significant role in positive psychological strengths, educational encouragement and subjective wellbeing. Educational encouragement on the part of the parents, siblings and friends.
<b>Wilks and Neto (2013)</b>	This study examined the role of age and gender on work-related subjective wellbeing. It suggested that age has greater impact on subjective wellbeing than gender.
<b>Bhullar, Schutte and Malouff (2013)</b>	The study explored the role of hedonic and eudemonic functions as wellbeing processes. Study also examined the mediating role of trait emotional intelligence (EI) in that relationship with wellbeing outcome. Results demonstrate that trait EI mediated the relationship between hedonic and eudemonic processes and wellbeing outcomes.

	The results also suggest that engagement in meaningful activities may promote wellbeing outcomes.
<b>Liu, Wang, and Li (2014)</b>	The study investigated the influence of neuroticism and resilience on life satisfaction and also explored how positive and negative affects mediated this relationship. Positive affect mediated the influence of resilience and neuroticism on life satisfaction.
<b>Tian, Zhao, and Huebner (2015)</b>	The study analyzed the link between school-related social support and optimal subjective wellbeing in school among adolescents. The researchers used moderated mediation model to examine the association and found that both social and contextual factors and self-system factors were vital for adolescents' optimal subjective wellbeing in school.
<b>Zhang, Chen, Ran, &amp; Ma (2016)</b>	Study examined the contribution of adult children's support and self-esteem in the relation of attachment and subjective wellbeing in older adults. Results signify that the association of attachment anxiety, attachment avoidance, and subjective wellbeing in old age was partially mediated by adult children's support.
<b>Verhofstadt, Ootegem, Defloor, and Bleys (2016)</b>	Researchers investigated the relation between the ecological footprint and the subjective wellbeing at the individual level in the study and the results indicate that lower footprint does not reduce wellbeing, implying the insignificant relationship between variables.
<b>Jovanovic (2016)</b>	The study examined the relationship of trust and subjective wellbeing and found that interpersonal trust emerged as a significant predictor of subjective wellbeing
<b>Rodríguez-Fernández, Ramos-Díaz, Ros, Fernández-Zabala, &amp;</b>	The objective of the study was to examine both the direct relationships between perceived social support, self-concept, resilience, subjective wellbeing and school engagement. Self-concept

<b>Revuelta, (2016)</b>	emerged as a mediating variable showing association with resilience, subjective wellbeing and school engagement.
<b>Churchill and Mishra (2016)</b>	In this study researchers examined the correlation among trust, social networks and SWB in Chinese people. Though, based on the findings the argument was that in china trust and social networks on wellbeing are equally affects the SWB.
<b>Wootton, Davis, Mottershaw, Wang and Haworth (2017)</b>	This study examined the association between SWB, positive events and genetic. Study found these two constructs are significantly related to genetics.
<b>Lee and Hwang (2017)</b>	This investigation was examined the qualities of serious leisure in relation to subjective wellbeing. Results exhibited that education, personal enrichment, self-expression, and self-gratification-enjoyment significant predictors of SWB. Study also argued that leisure qualities are more important than the demographic characteristics.
<b>Verduyn, Ybarra, Résibois, Jonides, and Kross (2017)</b>	This was a review study where researchers reviewed how social networking sites were affecting experiences of SWB. This study revealed that negative linkage between passively using social network sites and SWB, and positive association between actively using social network sites and SWB.
<b>Fujiwara, Lawton, and MacKerron (2017)</b>	Study investigates the linkage SWB, airport location, aircraft noise, and activities near airports. Study found people who lived near to or within areas of high levels of aircraft noise experienced lower levels of happiness and relaxation.

<b>Kim and Kim (2017)</b>	This study examined whether and how the social media can influence network heterogeneity and how network heterogeneity is associated with levels of bridging/bonding social capital and subjective wellbeing of college going students. The results of study showed that usage of social media is significantly and positively related with college students' communication network heterogeneity. Which leads to the improved social capital and higher level of subjective wellbeing.
<b>Weinberg, and Joseph (2017)</b>	In a study to establish the relation between music engagement and SWB it was identified that engagement with music was correlated with high level of SWB. The study was based on the data collected as part of the 31 <sup>st</sup> survey of the Australian Unity Wellbeing Index.
<b>Carstensen and DeLiema (2018)</b>	Found in a review that the older adults remember positive experience more than negative information. This switch from a negativity (younger age) to a positive information (later life) known as positivity effect. Study also made argument based on neuroscience researches that this shift reflects age-related changes in motivation that direct behavior and cognitive processing rather than neural or cognitive decline.
<b>Royo (2018)</b>	This research concluded that television consumption has detrimental impact on environmental sustainability and people's subjective wellbeing due to its promotion of consumerism and materialistic goals. Findings of this study suggested that developing nations should critically evaluate the media content in all possible directions.
<b>Smith, Deaville, and Gibson (2018)</b>	This study examined whether the consumption of high fiber breakfast cereal was linked with improved subjective wellbeing and increased energy or not. Results have shown that type of breakfast has no major impact on subjective wellbeing. But it is associated with less fatigue, faces less cognitive difficulties and feeling more energized.

Based on a collective review of some research studies, Figure 2.1 point out the potential direct or indirect precursors and consequences of subjective wellbeing. Even though, the researches undertaken to review comprised of different culture, samples, times etc., the theoretical basis and the findings were more or less similar in terms of its antecedents and outcomes. It can be clearly seen in Figure 2.1 that subjective wellbeing is affected by many factors and also that it leads to plethora of positive personal, social and organizational consequences.



**Figure 2.1 Direct or Indirect Sources and Consequences of SWB**

### 2.1.2 The Notion of Wellbeing in Indian Context

The concept and understanding of wellbeing was entirely different in ancient Indian context. The desire for the wellbeing of everyone (*Kamaye dukhhtaptanam praninamartinshanam*) was a major concern of Indian people (Dalal & Misra, 2005). An invocation that is popular even today among people in India that aptly reflects the universal and perennial concern for the wellbeing of the entire mankind.



*Sarve Bhavantu Sukhinah Sarve Niramayah, Sarve Bhadrani Pashyantu*  
*Makashchitduhkhaghagbhavat*

This 'sloka' includes all the prominent aspects that are required for human wellbeing. For e.g. let everyone be prosperous, let everyone be without disease and let no one think about unhappiness. This notion influences all facets of Indian people and it was assumed that when individual associated themselves with others then they would perceive higher sense of wellness. According to Sinha (1990), Indians, in general, have an unusual and pervasive capacity to live in pain and paucity, penury and distress but they enjoy every moment of their lives with fervent zeal and radiance. Ancient Vedic scholars define the notion of wellbeing more precociously and they argued that people who are capable to suppress and eliminate their "I" (ahamkaar), they can enjoy real peace and happiness. Moderation and modesty are the keys to happiness. In this way Roy and Srivastava (1986) also explain that how actually Indian people describe a happy man, according to an Indian, is one who is able to control his or her desires and, more specifically, who kills his or her 'ahamkar' (vanity). As Sinha (1990) said that according to 'Charak Samhita' "a healthy person is free from physical and mental disorders, is strong, energetic, reputed, manly, knowledgeable, optimistic, and capable of achieving what he wants to achieve" (as cited in Sinha, 2009, p.111) that included mental health and role of spirituality in the explanation of individuals' wellbeing (Khan & Husain, 2015; Husain, Nishat, & Jahan, 2015; Hayisama, Husain, & Anas, 2016).

Earlier, individual's future was not as complicated and insecure as it is these days. Earlier, people were not so competitive like today and their level of aspiration was not so high. More over hope (Bernardo, Salanga, Khan, & Yeung, 2016), honesty, loyalty, sharing, responsibility and sense of cultural affinity, job satisfaction (Mujtaba, & Cavico, 2013), good health (Hussain & Mujtaba, 2013), perception (Glinka, & Thatchenkery, 2013) were associated with happiness and wellness. But now the meaning of happiness and wellness is entirely changed. Materialism and scientific advancement have replaced these ideas.

### **2.1.3 Subjective wellbeing and Development stages**

Subjective wellbeing has been associated with significant life outcomes, including career success, relationship satisfaction, and even health. But it's still ambiguous that how feeling of wellbeing changes as we age. Different studies have provided evidence for various trends over

time. In the wellbeing researches, two approaches were applied to understand what predicts wellbeing: top-down approach (focuses on biologically-determined factors including individual's traits and characteristics) (Lykken, 2000; Lykken & Tellegen, 1996), and bottom-up approach (focuses on environmental and life changing events including age, gender, socio economic status, culture, ethnicity, and race). Most of the researchers support the top down theories that argue that individuals have biologically pre-stored pattern of affect, conative and, cognitive characteristic that amalgamate with the environmental condition and determine one's wellbeing. There are other theories developed by social scientists that attempt to determine a lifetime pattern of wellbeing. They argue that internal disposition such as, traits, and characteristics of individual develop a person-specific equilibrium level of wellbeing that is unique and relatively stable throughout life, and major life events (either positive or negative) have a minimal and temporary impact on it. The major concern of the current study is to know what factors enhance individual's happiness, and also to examine and clarify if there are any variations in subjective wellbeing with age. The need to examine age factor in the domain SWB is that mental health is a particularly salient issue in the transition from adolescence to emerging adulthood and young to middle adulthood because both stages are characterized differently in terms of identity, motives, life tasks and challenges. When we look at the SWB construct, literature presents some confusing and contradictory results on the relation of SWB and age. Some studies found no relation between age and SWB (Diener, 1984,), some found that young tend to be happier than the old (Xing & Huang, 2014; Smith & Baltes, 1993; Larson, 1978) and these studies also found that there are several factors including loss of friends, deteriorating health, and decline in financial support are responsible for declining SWB of older adults (Larson, 1978). Some other studies argue that there is a positive relation between age and SWB (Horley & Lavery, 1995).

The literature review on developmental stages (age) conducted by many researchers; and all these studies suggest a close linkage between subjective wellbeing and age (Horley & Lavery, 1995). Some studies found significant association between affect dimension of SWB and age (Mroczek & Kolarz, 1998; Smith & Baltes, 1993), and some studies found a U-shaped association between age and depression (Peeters & Van Emmerik, 2008). Happiness also increases with age (Horley & Lavery, 1995). Agrawal et al. (2011) found that PA increases and NA decreases with age.

As earlier researches examining SWB among different age groups, consistently suggested that people report their SWB to be at levels that are equal to or greater or lesser compared to younger adults SWB ratings. This ambiguity on the relationship between SWB and different age groups necessitates researchers to come up with concrete findings. The present study including two generations, especially, emerging and middle adults for investigating their SWB not only explores the relationship of antecedents of SWB but also tries to find out how it acts differently in two different age groups.

## **2.2 TIME PERSPECTIVE**

Time is a concept, which is omnipresent and comes more often on every human lip (Roeckelein, 2004). The concept of time used previously as a context, as a resource, as a moderator or mediator of other processes. Psychologists define time as a dimension of consciousness (through which people give order to their experiences). While, physicists include time in one of three basic quantities that describes universe in physical terms. Same as philosophers see ‘time’ as a concept that creates diversity in many aspects of life (Roeckelein, 2004). Scientifically, time refers to two different notions (1) interval, (2) epoch (location in time). Time is characterized as an abstract and intangible thing but physical things can affect it. D’Alessio, Guarino, De Pascalis, and Zimbardo (2003) stated that “The Copernican-Newtonian Revolution”, curved time into a real, observable and measurable object, which is not dependent on the observer for longer period. Kant was the first person who outlined the psychological aspect of the notion of time; he regarded time as an *a priori* property of the human mind, which enables them to observe it (D’ Alessio et al. 2003).

Through a philosophical and psychological perspective, the notion of ‘time’ defined as “the measurable form of continuity and externality of parts in all empirical processes; time establishes the complex relations of duration and succession in the experienced order of events” (Baldwin, 1901, 1905). Ricci Bitti and Rossi (1988) argued that time is something which experienced and manipulated by everyone in their daily life that helps us in building our identity. Psychological perspective argues that time monitoring supports one’s cognitive functioning (Suddendorf, Addis & Corballis, 2011). The importance of time in human behavior has been identified by pioneers of psychology such as William James (1981) and Kurt Lewin (1935) (Zimbardo & Boyd, 1999). William James became one of the first researchers who introduced a

chapter on time perception in his famous book “The Principle of psychology” and discussed the perception of the duration and the passage of time. Lewin analyzed time perception in terms of his life space model and described that one's life space is largely determined by the past, the expectations of the future, and the impact of the past and future on current action and emotion. Zimbardo and Boyd (1999) conceive the concept of time perspective as “the often-unconscious process whereby the continual flows of personal and social experiences are assigned into temporal categories, or time frames, that help to give order, coherence, and meaning to those events” (p. 1271). This temporal framework influences human behavior and emotion. Previous empirical researches of time perception show a lack of studies that tend to focus on all dimensions of time perception in one study and assess them. A deficiency of sound measures has blocked the effective exploration of the association of time and human behavior. Previous researches on time perception have focused on ranking days of the week (Melikian, 1969), hypnosis (Zimbardo, Marshall, & Maslach, 1971), time lines (Shannon, 1975) etc. After almost a decade of psychometric refinement in this field of psychology, Zimbardo and colleagues were to develop a multidimensional and integrative approach of time perception. They contributed a valid, reliable self-report measure in the history of time studies. This self-report measure was based on a “theoretical foundation of motivational, emotional, cognitive and social processes that are assumed to contribute and influenced by time perspective” (Zimbardo & Boyd, 1999). Zimbardo and Boyd (1999) assumed that this multidimensional measure would bring order, coherence, and predictive power for the future researches and enable the researchers to make more accurate predictions about the relationship of TP, behavior, and psychological construct as well.

Philosophers, scientists, sociologists, and anthropologists studied “time” in depth and used it to predict many behavioral aspects. But the concept of *time* comes into limelight with the seminal work of St. Augustine and Newton whose seminal contribution to defining the dichotomous nature of time stands out. Augustine first conceived the concept of time as ‘mind’s comprehension of reality’ and argued that it is nothing in reality. On the other hand, Newton saw time as an objective phenomenon and characterized it as a container for all events. Contrary to it, Gorman and Wessman (1977) approached time as subjective phenomenon. It is differently termed by different theorists including ‘subjective phenomenon’ (Gorman & Wessman, 1977), ‘psychological time’ (Golovakina & Kronick, 1989, p. 2), ‘subjective experience of time’ (Levin

& Zakay, 1989, p. 2), 'the inner time of the mind' (Melges, 1982, p. 10), or 'lived time' (Gorman & Wessman, 1977, p. 227). In this way Lewin (1935) was the first theorist who stressed upon the significance of TP in human behaviour where it became the integral part of psychology. There are some other researchers including Zimbardo and Boyd (1999) who underpinned Lewin's belief and argued that "future and past events have a fundamental impact on present behavior to the extent that they are present in the person's everyday cognitive reasoning" (Lewin, 1935) and further conducted researches to check the necessity of TP in different domains of human life. The contemporary research on TP was enormously affected by Nuttin and Lens' (1985) book *Future Time Perspective and Motivation*. This book fully concentrated on the motivational value of future thinking in human life and saw it as a primary source of human motivation. To end with this brief history of time research in psychology, one cannot refuse the major contributions of Zimbardo's (1999) conception of time perspective, McGrath and Kelly's (1986) "Time and human interaction: Toward a social psychology of time", a mile stone work in the field of time perspective. Fraser's (1989) "Time studies" presents an inter-disciplinary study on time. Robert Levine's (1998) "A Geography of Time" is the most fascinating book according to Zimbardo, in which he incorporated the different notion of time around the world. However, the research on TP has flourished only when Zimbardo and Boyd (1999) expanded it into five dimensions: past positive, past negative, present fatalism, present hedonism, and future. From this miscellaneous background, we have mentioned an important contribution of Zimbardo and Boyd (1999) who proposed a valid and reliable integrative approach of TP, and stated that "our hope that, as more researchers adopt the Zimbardo Time Perspective Inventory (ZTPI) as a measure of time perspective that is easy to administer and score, the empirical base of time perspective will be cumulatively solidified and its theoretical net stretched far and wide". Since then there have been plethora of researches carried out on TP concept and its relationship with various other constructs in terms of its antecedents and consequences.

The research that has been conducted on TP over the previous years contend that individuals' temporal framework is shaped and regulated by acquired factors such as, culture, gender, religion, social class, education, and the last most eminent factor among them is family modeling and socialization (Zimbardo & Boyd, 1999). Time perspective theory argues that human behavior is affected by how they correlate their behavior with their past, present, and future time frames.

Most of the recent researches have used ZTPI to measure time perspective and it confirms that dimensions of TP have enough potential to predict numerous fundamental life domains, including demographic, behavioral, attitudinal, and personality variables (Zimbardo & Boyed, 1999); health (Reynolds, Richards, Horn, & Karraker, 2004), happiness, financial (Klicperová-Baker, Košťál, & Vinopal, 2015), and pro-environmental behaviors (Milfont & Demarque, 2015). Findings of the previous studies provide enough evidence of the paramount importance of TP in human life including: academic success (Mello & Worell, 2006), delay of gratification (Bembenutty & Karabenick, 2004; Lomranz, Shmotkin & Katznelson, 1983), procrastination (Díaz-Morales, Ferrari, & Cohen, 2008), the promptness and reliability on meeting obligations (Harber et al. 2003), emotional regulatory responses (Holman & Silver 2005), political orientation (Thornhill & Fincher 2007), and anti-social behavior. Future time perspective orientation appears predominantly in student population because of their association with those aspects that is necessary for student success such as motivation, sense of accountability, ability to organize and plan actions, achievement, and self-efficacy (Lennings & Gow, 1997). Studies also found significant association between extended future academic performance (De Volder & Lens, 1982), and educational achievement (Mello & Worrell 2006). It also influences the structural dimensions of personality on the way adolescents live out their school careers (Carvalho & Novo, 2015).

**Table 2.2: Summary of Previous Studies on Time Perspective**

<b>Study</b>	<b>Purpose and Major Findings</b>
<b>Peetsma (2000)</b>	Study examined the association between students' future time perspective and investment in schooling and it emerged as a significant predictor of school investment.
<b>Friedman (2005)</b>	This study was aimed to investigate the influence of cognitive perspectives on humans' sense of the time (past and future) through life span perspectives. Study concluded that in early stages of development children differentiated past and future sense of time while young children were confused about such time events.

<b>Henson et al. (2006)</b>	Study explored the relationship between associations among health behaviors and future, hedonistic, and fatalistic time perspective in young adults. Findings suggest that there is an inverse relation between future time perspective and risky health behavior and present fatalistic time perspective has positive relation with it.
<b>Ferrari and Morales (2006)</b>	This study explored the association between the profile of arousal and avoidant motives (procrastinators) and different dimension of time perspective. Results pointed that avoidant procrastination is negatively connected with present fatalistic time perspective; arousal procrastination was significantly and positively linked with present hedonistic and negatively with future time perspective.
<b>Padawer et al., (2007)</b>	This study investigated the linkage of demographic characteristics (age, sex, income, marital status, and education) and FTP. Study found that high scores on future time perspective were associated with increased age, income, and educational level.
<b>Klapproth (2008)</b>	This research is basically a review work, which examined the relationship between time and decision-making in human beings. In depth review of time research revealed that the concept of psychological 'time' is often unkempt in human decision making but it plays a key role in the making of choices.
<b>Barber, Munz, Bagsby, and Grawitch (2008)</b>	This study explored how individual differences in self-control, moderates the association of time perspective and academic achievement. Findings confirm that self-control significantly moderates the influence of TP on academic success.

<b>Fieulaine and Martinez (2010)</b>	Study examined how time perspective and desire for control act in self-reported substance use. Results show that there is a significant relationship among time perspective variable and substance use. Study also revealed that TP and substance use relation is moderated by a low desire for control.
<b>Hemilton et al. (2003)</b>	The authors analyzed the influence of time perspective on health-promoting behaviors of patients. They found that age, future, present fatalistic, present hedonistic time perspective, past negative and past positive was significantly and positively associated with different health promoting behavior (health responsibility, healthy interpersonal relationship, and greater physical activity etcetera).
<b>Keough, Zimbardo and Boyd (2009)</b>	Researchers explored that how time orientation predicts one's substance use (drugs, drinking, and smoking) and the results of the study showed that future time perspective was negatively related and present TP was positively associated with substance use.
<b>Coudin and Lima (2011)</b>	The main purpose of the study was to investigate the extent to which future time perspective is related to social goals and its associations with age and health. Result shows that when future time perspective is open ended SWB is higher and depression is low.
<b>Zebardast, Besharat, and Hghighatgoo (2011)</b>	Study investigated the association of self-efficacy with time perspective and findings suggested that self-efficacy was positively associated with future time perspective and negatively with present fatalistic and past negative.
<b>Peetsma and Veen (2011)</b>	Study investigated the association of future time perspectives in three life domains (i.e., school and



	professional career, social relations, and leisure time) and changes in students' investment in learning and academic achievement. Findings have shown a significant influence of future time perspective on the academic achievement through the growth of investment in learning.
<b>Bolotova and Hachaturova (2013)</b>	Study examined the role of time orientation in a person's choice of coping strategies (cognitive, emotional, and behavioural) to manage interpersonal conflicts. Study found that FTP is significantly associated with cognitive and behavioral coping while past negative is associated with emotional coping.
<b>Griva, Tseferidi and Anagnostopoulos (2015)</b>	Study examined the relationship of TP, health behaviors and perceptions of health status after controlling for socio demographic factors. This study found significant and positive linkage between Future time perspective and more physical exercise. Whereas past negative and present-fatalistic dimensions were associated with higher BMI. Interestingly, study did not find any significant relation between smoking and TP.
<b>Sobol-Kwapinska (2016)</b>	This study treated time perspective (TP) as a moderator and mediator of the relation between neuroticism and wellbeing. Results suggested that TP explains how past negative TP affect the association of neuroticism and wellbeing.
<b>Wells, Morgan, Worrell, Sumnall and McKay (2016)</b>	Aim of this study was to investigating the stability of time attitudes and its association with attitudes towards alcohol, context of alcohol use, consumption of a full drink, and subjective life expectancy. Study found that

	positive profile was linked with less consumption of alcohol.
<b>Cosenza, Griffiths, Nigro, and Ciccarelli (2017)</b>	This study investigated the relationship of risk-taking propensity, delay discounting, and time perspective in two groups of problem and non-problem Italian adolescent gamblers in experimental study. Results pointed out that problem gamblers were more risk-prone, showed steeper delay discounting, more present oriented and less concerned about future, in comparison to non-problem gambler.
<b>Kochoian, Raemdonck, Frenay, and Zacher (2017)</b>	The basic aim of this research was to develop better insight about the association of employees' chronological age and their motivation to learn, through a lifespan perspective. Findings of the study demonstrated that the association of age with learning, self-efficacy and learning value are fully mediated by employee's occupational future time perspective (OFTP).
<b>Anna Muro, Feliu-Soler, Castellà, Deví, and Soler (2017)</b>	Aim of this study was to replicate those studies to assess the association between mindfulness, time perspective, and life satisfaction of young adults of Barcelona (Catalonia, Spain). Findings show significant positive relationships between LS, mindfulness, and past positive, as well as negative associations between LS, past negative, and an unbalanced TP.
<b>Dwivedi and Rastogi (2017)</b>	This study aims to analyze that how future and present time perspective and proactive coping (preventive and proactive) strategies influence the life satisfaction of emerging adults. The results showed, as expected, that proactive coping emerging as a single significant predictor of life satisfaction while time perspective was

	insignificant predictor of emerging adults.
<b>Loose, Du Pont, Acier, and El-Baalbaki (2018)</b>	Study examined whether time perspective mediated the association of alcohol consumption and personality. Time perspective is considered to be dependent on both stable dispositions and on situational variables. Study argued that time perspective is associated to personality traits but cannot be compact the effect of it. Findings of this study advised that time perspective mediates the association.
<b>Choi and Suh (2018)</b>	This study examines whether individual differences exist in how far individual look their past and consider the experiences of it to judge their present life satisfaction with the help evolutionary framework of life history theory. Findings exhibited that perceived ecological vagueness interacts with a key aspect of life history strategy that affected the span of mental time travel.
<b>Loose, Du Pont, Acier and Baalbaki (2018)</b>	This study explores how time perspectives mediate the association of personality traits and intake of alcohol consumption. Relationship between Big 5 personality traits and alcohol consumption behavior among young people.

### 2.2.1 Time Perspective and SWB

Various studies assert that time perspective does lead to differing levels of mental and physical wellness. Recent works in the area of subjective wellbeing also postulate the idea of incorporating temporal framework in the understanding of subjective wellbeing. Kim-Prieto et al. (2005) evaluated that how individuals relate their subjective wellbeing consecutively from the experience of a situation, to the response to the situation, on to the recall of the situation, and ultimately to incorporate them into a global judgment about their life. Furthermore, Diener et al.

(1999) also added different temporal frames including past, present, and future in the examination of construct of life satisfaction. Consistent with this, Pavot, Diener, & Su (1998) suggested that these temporal frames are needed to describe the construct of global life satisfaction, he also found the high correlation between the SWLS and the present.

As we know that the TP provide the fundamental framework that allows individuals to meaningfully categorize their experiences of events into discrepant temporal zones such as past, present and future, and provide a lens through which an individual select and pursues both short and long-term goals (Zimbardo & Boyd, 1999). Researches in the relation of time perspective and wellbeing recommend that particular temporal frames have implications for various aspects of wellbeing. For example, PN has been linked positively with depression, anxiety and low self-esteem, and it has been verified that individuals with high PN have lesser close friends (Zimbardo & Boyd, 1999), gamble more (Wassarman, 2002) and indulge in alcohol, smoking and drug abuse, risky sexual practices (Klingeman, 2001; Keough, Zimbardo, & Boyd, 1999; Rothspan & Read, 1996) in comparison to other TP groups. Findings from Lyubomirsky and Nolen-Hoeksema (1995) corroborate the same. Contrary, high PP scores are related to high levels of self-esteem and happiness (Zimbardo & Boyd, 1999), agreeableness and energy (Goldberg & Maslach, 1996) and indicative of the use of social support networks (Holman & Zimbardo, 1999). Individuals with PH and PF are less concerned for having safe sex practices (Rothspan & Read, 1996), take high risk on driving (Zimbardo et al., 1997), high consumption of alcohol and drug misuse (Strathman, Gleicher, Boninger, & Edwards, 1994; Keough et al., 1999). Yet, moderate scores on the PH have been positively associated with novelty and sensation seeking. Researchers argue that a moderate level PH can be helpful for individuals for some future consequences. In contrast, the FTP has been correlated with less psychopathy (Zimbardo & Boyd, 1999), and significantly linked with those activities which have future benefits. For that reason, this perspective of time considered most constructive in terms of engaging in positive health behavior. According to Kazakina (1999), these individuals are optimistic and can anticipate positive outcomes and prone to using adaptive coping strategies for reducing stress (Epel & Bandura, 1999). Boniwell and Zimbardo (2003) have suggested that an excessive focus on future goals makes people not to enjoy and experience the present moment. Similarly, an overemphasis on present orientation may results in negative emotions, including

anxiety and depression. Regardless of some findings suggesting that a moderate focus on the present is correlated with subjective wellbeing and general happiness (Keough, et al., 1999).

TP is strongly associated with significant life outcomes, including academic achievement and socio-economic status and they are strongly linked with each other. Moreover, number of researchers including; Kazakina (1999); Wills, Sandy, and Yaeger (2001); Zaleski, Cycon, and Kurc (2001) have argued that if individuals give more focus on the future that helps in achieving happiness and positive functioning. There are also some conceptual grounds, which suggests that a time orientation with a focus on the present is a necessary prerequisite for wellbeing (Boyd-Wilson, Walkey, & McClure, 2002).

Recently, Drake & Duncan (2008) investigated the correlates of dimensions of time perspectives (TPs) and the balanced time perspective (BTP). Happiness and mindfulness were positively correlated but a future TP did not correlate with subjective happiness. Gao & Yu-Jing (2011) examined the relationship between balanced time perspective (BTP) and life satisfaction in young Taiwanese adults and reported that individuals with more past-positive or future orientations or less past-negative orientation were more likely to have a high level of life satisfaction.

Desmyter and De Raedt (2012) found among the older population that those who were future-oriented and positively oriented about the past had a higher satisfied life. A hedonistic view of the present was related to a high positive affect. Older persons with high PN and PF, experience more negative emotions and depressive feelings. In a more recent study, Güell, Orchard, Yopo, and Jiménez-Molina (2015) explored the relationship between time perspectives and SWB in Chile and reported that the past was a most significant dimension of TP that predicted subjective wellbeing and malaise. Laghi, Pallini, Baumgartner, Guarino, and Baiocco (2016) examined how parent/peer attachment and time perspective relate to satisfaction in life. They found that parent and peer attachment predicted satisfaction with life, although the variance explained by peer attachment was low. Negative Past, hedonistic present and future have significant association with life satisfaction in the expected directions.

Anna Muro, Feliu-Soler, Castellà, Deví, and Soler (2017) conduct a study aiming to replicate those studies which linked mindfulness, time perspective, and life satisfaction in a sample of Barcelona young adults. Findings of the study indicate significant positive association

among LS, mindfulness, and past positive. While negative relationships between mindfulness, LS, past negative, and an unbalanced TP.

### **2.2.2 Time Perspective and Development stage**

The concept of time is associated with different developmental stages (Nurmi, Pullianen, & Sakmela-Aro, 1992), many empirical data supports that systematic changes occur in TP across life (Gorman & Wessman, 1977; Melges, 1982, 1990; Nuttin, 1985). Recent studies, especially in developmental psychology are still concerned to age-related variations in TP because of its importance in human life. Erikson (1968) is one of researcher who considered the importance of different dimension of TP (past, present, and future) in forming personal identity. Some studies argue that lack of unorganized future plan and lack of sense of time is outcome of distortion in one's time perspective in early phase of life especially in childhood. Zimbardo, Keough, and Boyd (1997) had shown in their study that how individual variations in TP play an important role in predicting positive and negative behavioral outcomes. Recent researchers explored how TP differs from one to another stage of life because, variation in temporal experiences of different development stage remains a significant area for investigation. Lewin (1939, 1942) who first suggested the importance of TP in human life and made an argument that one's perspective towards time is a shift from one developmental stage to another stage such as in transition from childhood to adulthood, individuals also shift their focus from present to the future TP.

Fingerman and Perlmutter (1995) found that younger adults were able to see distant future, comparatively, than older adults. A Study done by Webster, Bohlmeijer and Westerhof (2014) showed that adults were comparatively more future-oriented, whereas adolescents were more present-oriented. While, Cottle (1977) suggested that older adolescents were more future oriented compared to younger adolescents, who give more importance to the past experiences in their life. Piaget (1955) who first described that why people show variation in TP, gave the argument that cognitive changes happen between childhood and adolescence that permits to individuals to think about later life. Adolescents should show less realism than young adults in their future extensions and essentially should live "for the moment". In contrast, other research has shown, such as Ortuño, Janeiro, and Paixão (2011) that younger group (16-20 years) are more present hedonistic in comparison to middle age group (21-34 years). Rakowski (1979) did a review study of literature and he suggested that while a basic future time orientation has not got significantly affected in later life; older adults are at-risk of developing a less extended and less

full personal future. While Lennings (2000) observed that, when compared with younger adults, older people were more present oriented and generally seemed to ignore their past. De Raedt and Van der Speeten, (2008) found evidence that that older people think more often about their own future death, in comparison to younger adults. Recently, Charles, Piazza, Mogle, Urban, Sliwinski, and Almeida (2015) found age-related reductions in reports of negative affect across all temporal frames. In summary, although studies on the relation of TP and age have not yielded consistent findings, the above-mentioned discussion makes out that the transition from one to another stage, especially from adolescence to early adulthood and from early adulthood to late adulthood marks a crucial period for the assessment of time perspective.

The above-mentioned arguments based on different researches suggest that if we want to examine the actual influence of different time perspective on different life domains, especially, the positive psychological functioning among Indian adults; through life span perspective should be included.

### **2.3 PERSONALITY**

Personality explained as individual differences in different patterns of characteristics including behaving, feeling (affect), and thinking (cognitive) (Leszko, Elleman, Bastarache, Graham, & Mroczek, 2016). When we look at the history of literature on personality; it was dealt as part of abnormal psychology or of social psychology. The contribution of cultural force on personality is widely acclaimed in psychology. In the late 1960s, a new field of psychology, named cross cultural psychology, has emerged to study behavior as a variable in different cultural contexts which have recognized the role of genetic and environment factors in shaping personality. Triandis and Suh (2002) supported this argument and contended that “Among the most important of the latter are cultural influences” (p. 135). Mount, Ilies, and Johnson (2006) examined a model that proposed that personality traits will have bi-directional relationships with counterproductive work behaviors (CPBs) through the mediating role of job satisfaction and study found that personality traits differentially predicted CPBs. Oreg (2004) explored the role of personality, organizational context, resistance in organizational change and findings suggested that personality and context were major factors that significantly connected employees' attitudes towards a large-scale organizational change. Wayne, Musisca and Fleeson (2004) examined the role of personality in the work–family experience. Results showed that extraversion was related

to greater facilitation between roles, whereas neuroticism was related to greater conflict, but conscientiousness was related to less conflict.

### **2.3.1 Personality and Subjective wellbeing**

There has been much interest shown by researchers about what makes people happy (see, Myers & Diener, 1995), and “why are some people consistently happier than others?”. These two questions are majorly connected with the personality model. It is thought that some people are more likely to be happier than others because of their personality. Thus, the strong effect of personality on SWB is seen as one of the most replicable precursor of it from several decades. Indeed, Gilovich and Eihach (2001) suggested that the situational factors have relatively feeble impact on SWB while the relatively strong domination of personality traits on it remains more important. Not surprisingly, preliminary work in the field of wellbeing, researches identifying that external factors (life circumstances) were believed to be more important predictors of subjective wellbeing (Wilson, 1967). These researchers considered the association of life circumstances and wellbeing as very vital and developed more understanding about these basic pathways that lead to greater wellbeing. These attempts were extended over the years, and few developments have been noticed in this field and some interventions identified which could induce enduring changes in happiness (Seligman, Steen, Park, & Peterson, 2005). Again, it was suggested by psychologists and economists that macro-level characteristics like, policy decisions, could enhance wellbeing for all. After several decades, the personality factors have become the most frequently studied constructs in relation to SWB. In this process, extroversion and neuroticism traits of personality were frequently studied traits (Diener & Lucas, 2000).

As early as the 1930s, scholars had connected characteristics including; social interest and tendency to anxiety in reporting subjective wellbeing (e.g., Jasper, 1930). Studies on such characteristics are still going on. Some scholars claimed that the extraversion affected the feelings of positive emotions while the neuroticism influenced negative emotions and feelings, and together these two constituents of emotional wellbeing determined the overall feelings of life satisfaction. In support of this hypothesis, Costa and McCrae (1980) found that extraversion was correlated with feelings of positive affect, and neuroticism was correlated with negative affect. Meta analyses based on personality traits showed that extraversion and neuroticism were not the only traits which predicted the wellbeing, like, Shultz et al. showed, the association between



agreeableness and SWB was consistent and significant. Similarly, correlations with SWB and conscientiousness were also ranged from  $-0.21$  for negative emotion to  $0.40$  for life satisfaction. De Neve and Cooper (1998) also contributed in the literature of SWB that repressiveness–defensiveness, trust, hardiness, locus of control and self-esteem also displayed high correlations. Ultimately, personality traits like optimism and self-esteem follow positive views about the self and the world, and share positive association with wellbeing (Lucas et al., 1996; Schimmack & Diener, 2003).

Personality models (Costa & McCrae, 1980) conceptualize happiness as a stable trait, which depends primarily on personality, hence, it's quite reasonable to look at various personality traits, to account for its stability. In the last few years, researchers in the field of personality have established many comprehensive models, which have combined all the aspects that can be associated with personality (McAdams 1995; Mischel, Shid, & Smith, 2004). Such studies highlight the need to examine the linkage of personality and wellbeing in a holistic and multi-level approach. Literature on personality and wellbeing relationship suggests that, only a fistful of studies have dealt with the affective and cognitive component of subjective wellbeing. Jose´ Luis Guti´errez, Jim´enez, Hern´andez, & Pcn (2005) examined the association between the Big Five traits, demographic variables and SWB and reported that extroversion and openness were significant predictors of Positive affect while neuroticism was a significant predictor of negative affect and extroversion and neuroticism were significant predictors of affect balance. Gale, Booth, Mottus, Kuh, & Deary (2013) examined the effects of Neuroticism and Extraversion on a sample of age range 16-26 years on mental wellbeing and life satisfaction of a sample of age 60–64 and explored the mediating roles of psychological and physical health. The result showed that Extraversion had a positive effect on both measures of wellbeing. The impact of Neuroticism on both wellbeing and life satisfaction was largely indirect through susceptible to psychological distress and physical health problems. As Libr´an (2006) found that 44% of the variance of SWB was accounted by neuroticism, extraversion only explained 8% of the variance. Furthermore, Piers, Joseph, and Jonas (2008) in their review article found that variance in SWB explained by personality can reach as high as 39%.

Ozer and Benet-Martı ´nez (2006) made an argument, based on a review, that one's personality is the major predictor of SWB. Several studies have shown that the personality shares a strong relationship with SWB (Albuquerque, De Lima, Matos, & Figueiredo, 2012; Argyle

1999; Cheng & Furnham 2001; De Neve & Cooper 1998; Hayes and Joseph 2003; Steel, Schmidt, & Shultz, 2008).

Steel, Schmidt, and Shultz (2008) examined the associations between personality factors and subjective wellbeing (happiness, positive and negative affect, overall affect, and quality of life). Their findings revealed the strong association between neuroticism, extraversion, agreeableness, conscientiousness and the components of SWB, although openness to experience shared a close association with it. Results indicated up to 39% of the variance in SWB due to the personality factors. Twin and adoption studies also confirmed a strong association between dispositional factors of the individual and SWB, which suggest the importance of genetic factors.

Wan Sulaiman, Kadir, and Halim (2013) investigated the relationship of wellbeing, personality traits, coping strategies and social support among adolescents. Findings of the study indicated significant association between the studied variables. Additionally, coping strategy and social support emerged as significant mediators of the relationship between personality traits and wellbeing.

Ilies Wagner, Wilson, Ceja, Johnson, DeRue, and Ilgen (2016) conducted a study which to draw conceptual meaning and distinctions between experiential and declarative wellbeing in organizational settings. The finding claimed the moderating effect of personality on the relationships among flow experiences, need fulfillment, and declarative wellbeing.

The literature clearly points the dearth of empirical researches on time perspective, personality, and subjective wellbeing in one study; especially, examining the mediating role of personality in the relationship between time perspective and subjective wellbeing.

### **2.3.2 Personality and Developmental Stage**

In the domain of developmental psychology, there was no separate area that directly dealt with personality throughout the life span before the middle of the twentieth century (Havighurst, 1973). So, there was no systematic set of psychological data concerning even half of anyone's life span, and there were no tested theories or models of psychological development covering this much of the human life cycle. There have been frequently asked questions like "Does personality changes across the entire life course, and are those changes occurs due to intrinsic maturation or major life experiences?" (Specht, Egloff, & Schmukle, 2011). The current

research, indirectly, attempts to know the development of personality across the lifespan, and how it relates to important life experiences. Longitudinal studies advised that personality follows overall patterns of change as people age (Leszko et al. 2016). The personality traits showed significant changes in adulthood some personality traits including agreeableness, conscientiousness, and emotional stability increases during individuals' lifespan. Rantanen et al. (2007) also found that during the age of 33 to 42 neuroticism decreases from its mean level, while extraversion, openness to experiences, agreeableness, and conscientiousness increased at this particular age (Rantanen et al, 2007). Roberts, Walton, and Viechtbauer (2006) found in their meta-analysis that conscientiousness, and emotional stability, especially increases in young adulthood (age 20 to 40) whereas agreeableness showed changes in old age. Developmental theories suggest that midlife is the stage of concurrent changes and turmoil but the longitudinal studies show that personality traits are stable and demonstrate very less or no changes in it. Neyer and Asendorpf (2001) found that young individuals', who were in a relationship, have shown some changes such as increase in conscientiousness and decrease in neuroticism. There are some theories including plaster hypothesis and contextualism perspective, which provide different assumptions about how personality traits have shown mean level variation in adulthood. Plaster hypothesis based on biological facts suggest that by the age of 30, changes in personality traits are almost done and no changes occur after that; while contextual perspectives posit that changes occurred in personality traits should be more different and should continue throughout adulthood (Srivastava, Oliver, Gosling & Potter, 2003). This study was based on a sample aged 20-60 years and findings suggest that the conscientiousness and agreeableness trait are upgraded throughout early and middle adulthood but at different levels; neuroticism decreases among women but did not change among men.

Kokko, Tovanen and Pulkkinen (2013) analyzed the association of personality traits and psychological wellbeing (PWB) in middle adulthood. Results indicated that a low level of neuroticism and high level of extraversion, conscientiousness, openness, and agreeableness were strongly correlated with PWB. The change factor was significant only for openness: the higher the initial level of PWB, the higher the increase in openness for the age group, 33–50 years. The sustainable happiness model (Lyubomirsky, Sheldon, & Schkade, 2005) proposed that intentional activities (i.e., behavioral decisions and mental evaluations) may influence one's happiness and wellbeing.

For a comprehensive perspective, the present study operationalizes five temporal frames and highlights the relationship between these five temporal frames and subjective wellbeing. Personality is considered as “one of the most critical psychological characteristics”. The present study, instead of focusing on other indicators of wellbeing, focuses solely on time perspective and personality, as it is grounded in an adult’s unique experiences of life situations, represents the behavioral manifestation of a cognitive and emotional interpretation of different life situation related to environmental inputs and outcomes.

In this endeavor, the present study attempts to develop a model (Figure 1.1) that illuminates the associations between time perspective, personality, and SWB, and to empirically examine the proposed associations in the using hierarchical regression and mediation analysis.

### **2.3.3 Personality and Time perspective**

Decisions by adults to act in ways that influence their wellbeing are grounded on how they make sense about their life condition (environmental) and the interpretation of those situations (personal dispositional characteristics). There are some studies explaining how one’s psychological functioning is determined by personal dispositional characteristics (e.g.; time perspective and personality). Important personality correlates of time perspective were based on research on depression, suicide (e.g., Melges, 1982; Yufit, Benzies, Fonte, & Fawcett, 1970) and mood variables including; depression, anxiety, and self-esteem. Some studies explored the relation of time perspective with different variables including personality, and smoking, body mass and physical activity after controlling socio-demographics (Adams & Nettel, 2009). Some researchers studied the association between time perspective dimensions and balanced time perspective (BTP) with personality traits and subjective wellbeing (Podlogar & Bajec, 2011). Results have confirmed the strong linkage of positive time perspective dimensions (PP, PH and F) and of BTP with extraversion, agreeableness, conscientiousness and higher level of SWB, and connections of negative time perspective dimensions with neuroticism, lower level of SWB and higher level of depression.

Zhang and Howell (2011) compared the relationship of time perspectives, traits, and life satisfaction. Study claimed that time perspectives accounted for an additional 13.7% of the variance in life satisfaction beyond personality traits; whereas, personality traits accounted for an additional 4.4% of the variance in life satisfaction beyond time perspectives.

Same as past negative TP showed positive association with neuroticism-anxiety (Muro et al. 2015), present hedonistic was positively correlated with impulsive-sensation seeking and sociability; and future was positively associated with neuroticism-anxiety and activity. More recently, Villaron et al (2016) conducted a study on cancer patients to analyze links between personality, time perspective, and intention to practice physical activity in treating cancer patients. Results showed that intention to practice exercise was positively linked with openness to experience and negatively with present fatalist time perspective. Moreover, conscientiousness and neuroticism were found to be associated with future time perspective, which was positively related with intention to practice physical activity.

Moraga, Nima, and Garcia (2017) examined the influence of sex on association of dark traits and time perspective dimensions. Finding of the study exhibited that sex was involved in association of different time perspective and Machiavellianism, psychopathy, and narcissism.

Jochemczyk, Pietrzak, Buczkowski, Stolarski and Markiewicz (2017) study hypothesized that present hedonistic would be related to the greater risk-taking including health, investments, and ethics. Study observed that a PH time perspective was more positively and significantly associated with risk-taking than personality traits. This relationship was observed in all studied risk-taking domains.

The relationships among the Dark Triad traits including; narcissism, psychopathy, and Machiavellianism and time perspectives were examined by Jonason, Sitnikova, and Oshio (2018). Study reported that narcissism was significantly related with recollections of positive pasts, whereas psychopathy and Machiavellianism were associated with recollections of gloomy memories of pasts. These traits were also linked with hedonism and limited future concerns. Study also made country-wise comparisons on these traits and found that narcissistic people were less future oriented in Australia and Russia while Japanese were more concerned about future.

## **2.4 TIME PERSPECTIVE AND SUBJECTIVE WELLBEING: ROLE OF PERSONALITY**

It is clear from the discussion that time perspective and personality play a fundamental role in different aspects of human functioning. Though time perspective influences adult's behaviors in various life domains, time perspective creates the conditions for adults to experience

SWB. However, strong focus on relatively stable personal dispositional variables as intermediating factors, has left the field with a limited understanding on the indirect effects of time perspective on SWB.

Zhang and Howell (2011) mentioned that two major strategies including; savoring the positive life experiences from the past and reinterpreting negative events in a more positive light are used by most of the people to increase their happiness. In this process individuals reframe negative situations and count their blessings to achieve happiness. Studies suggest that such activities encourage savoring of positive events (Lyubomirsky et al., 2005). To assess individual differences in the judgment of events across temporal distances (i.e., mental evaluations of life circumstances) it's become important to develop better understanding about time perspective, personality and subjective wellbeing relationship. Moreover, many empirical studies 'have scrutinized the way in which time perspective becomes so central in the adaption and mediation in an individual's life's major outcome, subjective wellbeing. It was argued that personality is a major factor that plays an important role as mediator in many psychological outcomes.

In many studies, personality factors strongly influenced subjective wellbeing than life circumstances. Somewhat, this might be due to the differences in the genetic makeup that creates differences in temperament and personal characteristic's which influence people's feelings and evaluations of their lives, because individual's emotions are an inherent part of personality. Many researchers have examined the association between time perspective and different aspects of wellbeing, along with different personality characteristics, subjects with varying life satisfaction, substance use, physical activities, locus of control, self-efficacy, depression-anxiety and clinical problems. The current study is willing to examine how individual's selection of temporal framework for their personal and social experiences; and using them in different life domains, is closely associated with their personality.

It can be seen that contemporary researchers from every part of the world are increasingly recognizing that traits are central aspects of the human experience. Adult's personality contains additional elements including attitudes and values, beyond reactivity and regulation dispositions that affect adult's satisfaction, happiness, mental health, positive perception, adjustment and adaptation. And interestingly, individuals time framework, being influenced by so many factors of adult's life including culture, social conditions, family, and peer group. Though, personality

permits one to adapt to different life situations and life trajectory (Palgi & Shmotkin 2010). This adaptive characteristic of personality helps to integrate an individual's action in different manners, depending on particularities of the different situations. This study argues that the temporal category chosen by individuals to keep their daily life experiences and information in to the cognitive frames will be dominated by one's personality traits. Following the preceding discussion, it is likewise argued that time perspective and personality may assess the individual differences in typical mental evaluations of life circumstances. Thus the current study examines whether personality determines how time perspective relates to subjective wellbeing.

In some studies TP was treated as a moderator (Sobol-Kwapinska, 2016) and in some cases it was taken as mediator (Zhang & Howell, 2011; Sobol-Kwapinska, 2016) of the relation of neuroticism and wellbeing. While in other cases TP was also used as mediator to in the relation of personality and alcohol consumption (Loose, Du Pont, Acier, & El-Baalbaki, 2018) but no study could be traced which considered personality as a mediator or a moderator to check the relation of TP and SWB.

Above-mentioned studies established that personality and time perspective are strongly correlated to each other. Personality traits are described as relatively stable dispositions that influence behavior across different situations (Pervin & John, 2005). On this basis of personality characteristic and evidences from the afore mentioned studies it is assumed that personality traits may facilitate how people organize experience into temporal frames, which in turn could influence the experience of happiness and wellbeing. The dispositional-situational debate in the context of time perspective is "essential" and its importance is "two-fold" (Kairys and Liniauskaite, 2015). More specifically, it was affirmed that personality is relatively stable disposition and it seems quite possible that personality is acting as a mediator between time perspective and behavior.

Additionally, in spite of increasing interest towards evaluating the influence of time perspective on individual level outcomes, an effort to probe the black-box of time perspective-SWB relationship in Indian people, no research has been found delineating the mechanisms, through which time perspective affect positive psychological functioning: happiness and wellbeing.

## 2.5 NEED OF WELLBEING STUDIES IN INDIA

In Indian context, happiness and mental health became a major debatable issue. The demanding and changing scenario is a major causal factor for it. In India, mental disorder has become the second highest non-communicable disease (Peter et al., 2001); nearly 20 million Indians suffer from one or the other form of mental health issues (National Human Rights Commission of India, 2008). Recently, NIMHANS released a report National Mental Health Survey, 2015-2016, according to this “nearly 1.9% of the population were affected with severe mental disorders in their lifetime and 0.8% were identified to be currently affected with severe mental issues” (NIMHANS, 2016, Oct 12). At least 20 per cent of young people are likely to experience some form of mental illness - such as depression, mood disturbances, substance abuse, suicidal behavior, and eating disorders (Sunitha & Gururaj, 2014). T.S. Sathyanarayan Rao, head of psychiatry department, J.S.S. medical college & hospital, said in an interview that “the young people face high competition and pressure from their family to succeed. Many parents think that their child should come first in the class but that would not be happening”. (NIMHANS, 2016, Oct 12). Nair Paul, & John (2004) found that 13-19 age group suffered from severe and extreme depression in Kerala. Srinath et al. (2005) conducted a similar study in Bangalore and found that around 12 percent youth suffer from depression, social anxiety and panic disorder. Sahoo et al. (2010) conducted a study on 500 young adults and found that depressive symptoms were present in 18.5 percent of the young adult student population, anxiety in 24.4 percent, and stress in 20 percent. Ahmed et al. (2007) conducted a study on 410 male young adults aged from 10-19 year and 17.9 percent subjects faced some psychological problems. Same as the young adults, the importance of a greater understanding of this period is dramatically illustrated by the recent findings that show that the suicide rate peaks in the middle years (Hampstead & Phillips, 2015). This age group is more prone to the hypertension, obesity, stress, coronary artery disease (Aggarwal et al, 2012; Mishra, Mishra & Chandra, 2011; Mishra & Dwivedi, 2014), cancer, sleep disorder all the problems are directly or indirectly associated with stress, anxiety, problem in coping, job dissatisfaction, and depression (Pathak & Jha, 2003; Pathak, Singh, & Tammina, 2005; Parswani et al., 2013; Mishra, 2016; Ojha, 2014).

The aforementioned studies indicate that people in India go through a critical phase and it draws attention of the researchers to shape psychological wellness of people. In this endeavor, the present study attempts to develop a model (Figure 3.1) that illuminates the association



between time perspective, personality, and subjective wellbeing, and to empirically examine these associations in the model using multiple hierarchical analysis. Following the preceding discussion, it is likewise argued that SWB is a function of cognitive processing of emotional information and personality disposition (Cummins & Nistico, 2002). Thus, it is expected that time perspective – an individual’s cognitive relation with the past, present, and future and relatively stable, personality traits, will significantly predict the happiness and wellness. This study becomes important to manage the adult population properly and stands out to promote healthy psychological development and enhance wellbeing, with a particular focus on reducing inequalities across generation, preventing mental health problems and improving the quality of life of those experiencing mental health problems.

## **2.6 SCOPE OF THE STUDY**

A single study cannot take all the possible aspects of relationships concerning multiple constructs. Therefore, it is always good to lay specific boundaries so as to define the range of the study. Within this range, the set objectives can be definitely achieved. The present study takes the following as its scope:

1. The present study undertakes three constructs i.e. time perspective, personality, and SWB.
2. There is a plethora of studies on SWB. The focus of the present study, however, is to explore that how TP creates variation in the SWB of two generational groups (emerging and middle adulthood) together.
3. The relationship between TP and SWB components is checked for mediation by personality components.
4. In total the study proposes a framework pertaining to the relationship among SWB, TP and personality in generational context

## **2.7 RESEARCH OBJECTIVES**

The study aimed to explore the factors leading to the development of subjective wellbeing of emerging and middle adulthood. Secondly, it aimed to understand the relationship between adults’ time perception and SWB as fully mediated by personality. In order to provide a point of initial focus for this research, decision had to be made between two choices: whether to

view this problem from a generational perspective i.e. what generational characteristics are influencing adults' SWB or to study it from an individual's perspective i.e. what factors motivates or hamper adults' positive evaluation of life. This research chose the latter, in order to promote the SWB across generational groups at the home, workplace, and the society it is important to first understand the experiences and perceptions of targeted population and then build the strategy accordingly. In view of the preceding discussion, this work proposes to address the following objectives based on the research questions presented in previous section:

1. To examine the influence of generational characteristics in the SWB between emerging and middle adults.
2. To explore the relationship between time perspective and subjective wellbeing.
3. To study the function of adults' personality on SWB.
4. To examine the relationship among time perspectives and personality for facilitating SWB in the adults.
  - 4.1 To examine the relationship between time perspective and personality.
  - 4.2 To examine personality as mediating variable in the relationship between time perspective and SWB.

## **2.8 RESEARCH HYPOTHESES**

The study has been initiated to verify the following hypotheses:

H1. Generational characteristics will significantly mediate the influence the SWB between emerging and middle adults.

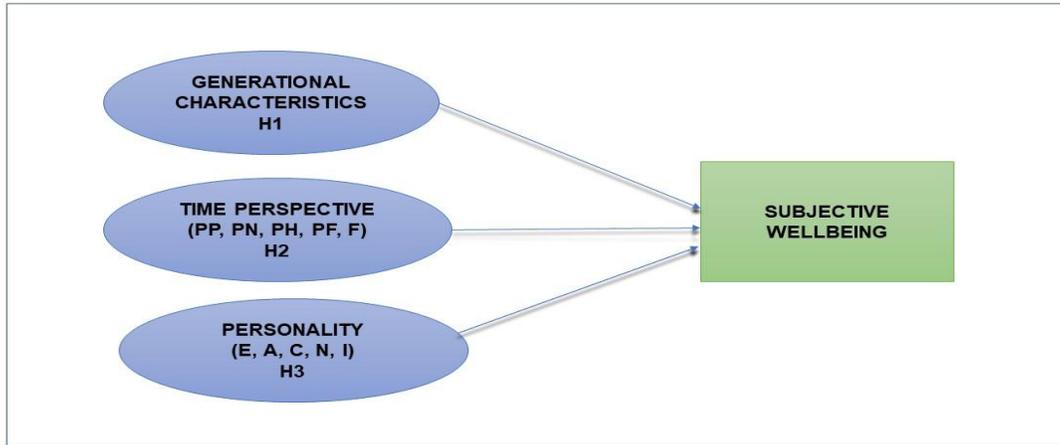
H2. Time perspectives (PPTP, PNTP, PHTP, PFTP and FTP) of adults will significantly predict SWB.

H3. Adults' personality (E, A, C, N, and I) will significantly predict SWB.

H4. There is a significant relationship between time perspective, and personality for facilitating adults' SWB.

H4.1 Time perspective of adults will be significantly related with adults' personality.

H4.2. Adults' personality will significantly mediate the influence of Time perspectives (PPTP, PNTP, PHTP, PFTP and FTP) on SWB.



**Figure 2.2 Predictor Variables of Subjective Wellbeing (SWB)**

## CHAPTER-III

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### RESEARCH METHODOLOGY

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This chapter of the thesis seeks to provide a detailed explanation of the methodology used for the current study. Methodology is the heart of a research, and encapsulates the overall strategy used to achieve the aims and objectives of the research. In general, this chapter deals with the overall research design of the study including research objectives, data collection, sampling technique, participants and procedure of research.

#### 3.1 RESEARCH DESIGN

Research is a careful and detailed process, undertaken in order to achieve certain goals and objectives. It is a scientific investigation that takes different forms based on different approaches. Blanche and Durrheim (1999) explained that research has different forms, different set of paradigms, purpose, technique and situation. Therefore, it becomes important to define the design and plan of research adequately so that research can be differentiated from other types of observation. This would also help it to be replicated and comprehended in the future easily by new researchers.

Unto this end non-experiment (correlational) single observation survey method was applied to investigate the association between the various constructs in the current cross-sectional research. The goal of the study was to acquire an in-depth understanding of the interaction between TP, SWB, and personality. The study in the process also investigated the relationships among these variables to confirm whether any new, wider facts about the effects of their interactions could be attained. TP was treated as a predictor variable; personality as a mediator variable; and SWB was taken as the criterion variable in the study.

#### 3.2 OPERATIONAL DEFINITION

##### PREDICTOR VARIABLE

**Time Perspective:** For the purpose of the study, it is explained as the score derived from the adults' self-rated score on the 56-Item Zimbardo Time Perspective Inventory (ZTPI-56). This instrument has five sub-scales including Past Positive, Past Negative, Present Hedonistic, Present

Fatalistic and Future. A higher score on any dimension of TP shows that the behaviour of the individuals is influenced by one of these temporal frames.

### **Mediator Variable**

**Personality:** This variable is used as a mediating variable in the current study. It is explained as the score derived from the respondents' self-reported inventory score on the 20 Mini International Personality Item Pool (MINIPIP-20). It also has five sub-scale including Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Intellect/Imagination (or Openness). A higher score against any dimension of personality predicted the dominant trait of people.

### **CRITERION VARIABLE**

**SWB:** It refers to the self-evaluation including affect and cognition of one's life circumstances and is defined by the scores derived from the satisfaction with life scale (SWLS-5) and Positive and Negative Affect Schedule (PANAS-20) instrument and a higher score on this scale show their high satisfaction with their life.

### **CONTROL VARIABLES**

Adults gender, education, occupation, and residence were kept as control variables. Adults' gender was modeled as a categorical variable (0 – female, 1 – male). Education (0 – graduates, 1 – postgraduates, 2 - others), occupation (0-government Job, 1-private job), Marital status (0-unmarried, 1-married, 2-widow/widower) and residence (0-urban, 1-rural) were modeled as a categorical variable.

### **3.3 SAMPLING PROCEDURES**

As we know cross-sectional survey design was used for this study. Potential participants were implored using convenience and snowball sampling techniques. Different sources were leveraged in an attempt to obtain as diverse a sample as possible. Sampling procedure was done in two steps. In the first step the late middle adults were identified from different governments, private sectors such as Private banks, Insurance companies. They were approached either through personal contact or introduced or suggested by friends and family members. All were contacted either through direct meetings in their home, offices, and work place or through email and phone calls. In the second step, emerging adults were targeted to ensure their participation in

the study. They were also contacted through personal contact or advised by friends and relatives. Social networking sites such as Facebook, LinkedIn connections were also used to identify potential participants among students. Friends and relatives were called up and emailed directly. All those contacted for the participation were also requested as part of the communication to forward the survey form onto their friends, relatives, batch-mates, seniors and colleagues. Due to the excessive use of the internet, it was assumed that the study instruments would reach a more diverse and geographically dispersed population than could be obtained using other sampling methods. However, as described in the demographic information section, the final sample was not as diverse as expected.

### **3.4 PARTICIPANTS AND DATA COLLECTION PROCEDURE**

We followed two major steps to examine the above mentioned hypothesized model. In the first step; we identified public and private offices (Private Banks, Insurance Company) for middle aged people, while for emerging adults mainly educational institutions were targeted. The survey was mostly performed at the participants' work place, shops, homes, institutes and colleges. The reason for choosing these places for using research instruments is that it was easier to reach a broad sample of the target population where participants were comfortable and in familiar surroundings. Some government and private employees were contacted through phone directories; some were contacted by direct meetings in their offices and work place. Emerging adults were also contacted through personal contact, in their colleges as well. Students were informed that the purpose of the study was to evaluate their quality of life and confidentiality was ensured to them. The number of participants for the present research was 517, and two groups of them were included in the study- emerging adults, aged 18-25 years and middle adults, aged 55-65 years. The Emerging adults sample included 244 participants from a prominent technology institute of India situated in Uttarakhand, while the sample of middle adults included 273 participants, some of whom were working in government and private sectors, whilst the others were businessmen. The use of snowball and convenience sampling methods made it impossible to determine a survey response rate since the survey was sent on to additional potential participants by the initial people the researcher contacted.

Before the distribution of questionnaire; each questionnaire (TP, SWB, and personality) was translated from English to Hindi (local language), by a bilingual translator who received

information beforehand on the content of the scales. The translated scales were then back-translated into English by another bilingual expert and compared to its original version. This procedure was followed in order to ascertain the clarity and comprehensibility of the scale items. Any discrepancies that emerged related to clarity and comprehensibility of the research items from the comparison were discussed and a few minor alterations were applied. The reason of translating the questionnaire into Hindi was that the majority of middle aged participants are Hindi speaking, while a majority of the emerging adults are bilingual.

Additionally, around 900 survey forms were distributed with the help of email, posts, and also provided directly, as it was unclear that how many people actually check their mail, post and there was also the possibility that participants could misplace the given survey form. The questionnaire booklet was left with the respondent and collected after a mutually agreed period (usually after 5-7 days). Doubts regarding any of the questionnaire items were clarified to the respondent either at the first meeting or during subsequent contact periods. Before the distribution of questionnaire sheet, the students were given instructions about how to fill the questionnaire properly and it was also clearly stated to them that there was no ‘wrong’ or ‘right’ answer. Out of these questionnaires only 745 were returned. In the next step, data cleaning process was started in order to remove participants not fitting the criteria for the study or those who failed to complete any of the measures, removal criteria included: under 18 years of age, failure to provide informed consent, and Veterans. Data were also reviewed for any missing values or response sets and cases were removed as appropriate; this is discussed in greater detail in the results section. The final sample of 517 participants included: 244 (47.19%) emerging and 273 (52.80%) middle adults. Despite attempting to attain a diverse sample using a snowball sampling technique, participants included in this study are predominately male and most of them reside in urban areas.

**Table 3.1: DEMOGRAPHIC INFORMATION SECTION OF THE PARTICIPANTS**

Demographic information section included age, gender, residence, occupation, and marital status.

<b>Demographic Characteristics</b>	<b>Emerging Adults</b>	<b>Middle Adults</b>
<b>AGE (Years)</b>	18-25	55-65
<b>GENDER (%)</b>		
Male	73.8	64
Female	26.2	36
<b>RESIDENCE (%)</b>		
Rural	27	16.5
Urban	73	83.5
<b>OCCUPATION (%)</b>		
Private	3.8	31.5
Government	-	68.5
Studies	96.2	-
<b>MARITAL STATUS (%)</b>		
Married	-	90



Unmarried	100	1.5
Widow	-	8.4
<b>TOTAL (Number)</b>	<b>244</b>	<b>273</b>

### 3.5 PILOT STUDY

Prior to the beginning of the final data collection, a pilot study was performed to check the feasibility, time, cost, adverse events, and effect size of the research tools, sample and research design. A pilot study is “a procedure similar to the primary data collection method with a different purpose. The purpose of this primary study was to identify errors in the design of the research tool and to move the research tool from concept to actual process (Cooper & Schindler, 2001). In the current research, pilot study was also used to check the appropriateness of the survey’s content such as wording and administration of the instrument. This primary study was conducted on 100 people at first; questionnaires were distributed by applying opportunity sampling and snowball techniques. It took a maximum of 30 to 40 minutes and the data received was analyzed with the help of SPSS version 20. The researcher observed that the respondents did not report any issue regarding the survey’s content.

### 3.6 MEASURES

All participants filled the following self-report questionnaire booklet and the research measures which were presented to them in the form of a paper-pencil test. This survey’s content included 1) basic demographic information, 2) time perspective, and 3) personality 4) positive and negative affect, and 5) life satisfaction. A description of used measures is explained in detail below.

#### 1. **The Satisfaction with Life Scale (SWLS; Diener, Emmons, Larsen, & Griffin, 1985)**

Participants’ life satisfaction was measured by satisfaction with life scale (SWLS) developed by Diener et al. (1985). It contains five items and responses are given on 7-point scale (from 1 = strongly disagree to 7 = strongly agree). According to Diener et al. (1985) reliability coefficient of this scale is 0.87.

## **2. Positive Affect and Negative Affect Schedule (PANAS; Watson et al., 1988)**

The second measure was used to measure PA and NA, where both represent the affective component of subjective wellbeing. It comprises 20 items; 10 for positive affect and the other 10 for negative affect words and they are presented in random format. The research items include: “Active”, “Strong”, and “Inspired” for positive affect and “Distressed”, “Upset”, and “Irritable” for negative affect. The scale was based on Likert type scale ranging from very slightly or not at all (1) to extremely (5), that indicates the amount of these emotions they experienced in the past six months.

## **3. Zimbardo Time Perspective Inventory (ZTPI; Zimbardo and Boyd, 1999)**

Time perspectives was measured by using the ZTPI. It is a multidimensional scale that was used to measure the attitudes, preferences, motives, and behaviors of the participants of both the groups that are based on their temporal orientation. This inventory is a robust measure of time perspective consisting of 56 items of five subscales including past positive (PP: nostalgic, positive memory of the past), past negative (negative attitude towards the past), present hedonistic (pleasure and enjoyment oriented), present fatalistic (destructive and hopeless attitude about life) and future (delay of gratification, achievement oriented and planning for future). This measure has been validated by multiple studies across domains and cultures (D’Alessio et al., 2003; Milfont, Andrade, Pessoa, & Belo, 2008; Worrell & Mello, 2007). Items are answered on a 5-point Likert-type scale where 1 = very characteristic and 5=very characteristic.

## **4. MINI International Personality Item Pool five-factor (MINI IPIP-20, Donnellan, Oswald, Baird, & Lucas, 2006)**

The Big Five Personality traits were measured using the “MINI-IPIP” 20-item shortened measure of the 50-item International Personality Item Pool/Five-Factor Model (Goldberg, 1992). This shortened version of personality test has good practical application because participants can become bored or otherwise irritated with long questionnaires, which can lead to measurement errors (Schmidt, Le, & Ilies, 2003).

### 3.7 ANALYTIC APPROACH

Collected responses were analyzed by using SPSS©20 and AMOS©21. Data was checked for missing values (for each subject in the study, there must be related pairs of scores i.e. if a subject has a score on variable X, then the same subject must also have a score on variable Y), normality (the estimator is average neither high nor low), reliability, non-multicollinearity and common method variance of scale.

After this, confirmatory factor analysis (CFA) was employed to obtain the factor structure and fitness of the obtained factor pattern on the focused sample. Before analyzing the hypothesized model, the scales used for measuring participants' TP, SWB and personality were checked for validity, reliability and internal consistency. The data were analysed in four steps. Next, the hypotheses were evaluated in the following steps:

**Step 1:** Main effects, examining the direct relation between variables

**Step 2:** Check group differences in SWB (H1)

**Step 3:** Hierarchical regression analyses, to explore predictive power of TP and personality for SWB (H2 and H3);

**Step 4:** Mediation effect (H4)

Detailed descriptions of the finding are given in chapter 4. This chapter accounts for the research design employed in the study. It illustrates the objectives and also throws light upon the procedure of data collection and sample design. Thereafter, the instruments used to measure the study variables are discussed here. At last, this chapter concludes with a detailed discussion of the statistical tools and techniques used for the analyses and testing of hypotheses.

## CHAPTER IV

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### RESULT AND DISCUSSION

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This chapter presents the results of the statistical analysis of the data for testing the hypotheses and achieving the study objectives. The factor structure, reliability and validity of the instruments were ascertained by using CFA, descriptive analysis was done next, followed by hypotheses' testing. The chapter also includes the interpretation of the findings and discussion with respect to the factor structure of the study variables and their interrelationships in the light of existing literature.

Statistical analysis was carried out separately for each group. Standard parametric assumptions were tested, and all assumptions were met. After establishing the reliability and validity of measurement models, Pearson product moment correlation coefficients were computed to estimate the relations between the components of time perspective, Big Five personality traits, affect balance and LS. Furthermore, the verification of the t-test was conducted to check H1 and the differences in SWB of both generation groups. The verification of hypotheses 2 and 3 were done using multiple hierarchical regression to determine the unique variance in SWB explained by time perspective and personality traits after controlling for the demographic variables. In the first multiple regression analysis for Hypothesis 2, the dependent variable was subjective wellbeing (SWB) whereas time perspective terms of past positive, past negative, present fatalistic, present hedonistic, and future orientation were considered as criterion variables. In second multiple hierarchical regression analysis for Hypothesis 3, SWB was again studied as dependent variable and personality constituents i.e. extroversion, agreeableness, conscientiousness, neuroticism, and intellect were treated as predictor variables. Finally, hypothesis 4 was tested. In hypothesis 4.1, the relationship between time perspective and personality was tested. Last, the mediating effect of personality in the relationship between time perspectives and subjective wellbeing was tested using SPSS PROCESS Model (Hypothesis 4.2).

For emerging adults, in step 1, gender and residence were entered into the regression model, at step 2 to 6, time perspective components were entered into the model one by one.

Same steps were followed for personality traits. In case of middle adulthood marital status and occupation were also entered in the first step of the model followed by 2 to 6 steps with time perspective components. The model was also run for personality traits.

In the last hypothesis testing, the mediating role of personality was examined to understand the relationship of time perspective and SWB. Mediation analysis is a statistical method used to find answer to the question as to how some causal factors X transmits its effect on Y. Mediation also searches the mechanism that works behind it, and whether the mechanism is emotional, cognitive, biological, or otherwise, by which X Influence Y (Hayes, 2013). In mediation analysis few steps are included: one pathway leads from X to Y without passing through M and is called the direct effect of X on Y. The second pathway from X to Y is the indirect effect of X on Y through M. It first passes from antecedent X to consequent M and then from antecedent M to consequent Y. The indirect effect represents how Y is influenced by X through a causal sequence in which X Influences M, which in turn influences Y (Hayes, 2013). The mediating effect of personality was examined with the help of SPSS PROCESS macro steps developed by Hayes (2012), i.e. direct effect of IV on DV and indirect effect explaining the effect of product of IV to M path (a) and M to DV path (b) or  $a*b$ . It also calculated normal theory SOBEL test and bootstrapping tests, eliminating the chances of type 1 error. Bootstrapping is considered a good test to validate the indirect effect through confidence intervals, as it does not assume the relationship to be normally distributed and, also provide a significance test for indirect relation in small samples (Preacher & Hayes, 2004).

#### **4.1 PRELIMINARY SCREENING OF DATA**

To ensure that statistical analyses produce non-spurious (a relationship between two variables that cannot explained with the third variable) results so, it was a serious challenge to the researcher to screen or check the raw data properly for possible data issues. These possible issues are missing values, reliability, non-multicollinearity and normality of the data. Once the data were checked for such issues further analysis could be initiated.

##### **4.1.1 Missing Values**

Data were screened for any missing values, values outside the expected range, and response sets. The participants who did not complete any entire block of measures were reviewed. No matter how well planned our research is there is always some problem that

adversely affects research like gaps in the data which means there is no proper information available on a subject. This is common, but it generates problems in using the remaining data and it is not feasible to collect data again. In the current study, list wise deletion was used. In this technique researchers remove entire participants from the analysis. Reason for choosing this technique over other methods to deal with missing data is that it helps to retain a uniform number of subjects across constructs. Researchers argue that variables with as little as 15 percent missing data is fit for deletion, but in case of higher levels of missing data (20-30%) can often be remedied (Hair, Black, Babin, Anderson, & Tatham, 2006), while Tabachnick and Fidell (2001) also suggest that if missing case of data is small then deletion is a better option. In this study around 20 participants did not give their response on entire used scales and finally that kind of response were deleted from the final set of data.

#### **4.1.2 Non-Multicollinearity and Normality**

The problem of multicollinearity is most obvious in non-experimental researches especially in social sciences researches (Schroeder, 1990). Non-multicollinearity is one of the essential suppositions of multiple regression analysis. It presumes that the predictor variables entered into the regression equation are not perfectly correlated with one another. Multicollinearity is a problem with a correlation matrix that occurs when variables are highly correlated (say, .90 and above). It creates logical and statistical problems as when the researcher is about to do an analysis of structure (factor analysis, principal components analysis, and structural-equation modeling), the high correlation of variables inflates the size of error terms, and they weaken the analysis (Tabachnick & Fidell, 2001). The variance inflation factor (VIF) and tolerance (1-R<sup>2</sup>) are popular measures of multicollinearity (Belsley, Kuh, & Welsch, 1980; Cohen, Cohen, West, & Aiken, 2003). Cohen et al. (2003) have suggested that the tolerance (1-R<sup>2</sup>) value of less than .10 and VIF value of greater than 10 indicates the presence of multivariate collinearity. All the independent variables had VIFs < 3, which indicated no severe multicollinearity issue among independent variables. The normality and the obtained skewness and kurtosis coefficient lies within the accepted range of  $\pm 1$  standard deviation. The results revealed that in case of emerging adult's personality is negatively skewed but the coefficient was within one standard deviation of the mean and was determined not to be a significant threat to normality. Table 4.1 shows the calculated coefficient for non-multicollinearity (VIF) and normality.

**Table 4.1: Normality and Non- Multicollinearity Statistics Coefficient**

N=517	Emerging Adults					Middle Adults				
	Skewness		Kurtosis		VIF	Skewness		Kurtosis		VIF
Scale	Statistic	SE	Statistic	SE		Statistic	SE	Statistic	SE	
Time Perspective	0.339	.156	0.673	.310	1.074	.183	.147	0.480	.294	1.046
Personality	-0.281	.156	0.692	.310	1.222	.131	.147	0.514	.294	1.143
Life Satisfaction	0.494	.156	0.568	.310		.368	.147	0.534	.294	
Affect Balance	0.169	.156	0.732	.310		.115	.147	0.613	.294	

(Source: Primary data, N (Number of participants) 517, SE standard error, VIF variance inflation factor,

### 4.1.3 Reliability of the Measures

Any kind of research instrument (measures) has important role in research because it affects not only a theoretical concept of interest but also measurement error (Bagozzi & Phillips, 1991). So, it becomes very crucial for researchers to check the reliability and validity of the measures and they are going to use. For the current study, reliability and validity of the scale is also checked mentioned below. In order for any scientific study it becomes important that instruments provide measurements of construct that can be trusted. Reliability and validity of the scales are the two important aspects of any scale that is crucial for the interpretation and the generalization of the constructs being measured. Reliability is defined as consistency of the research instrument or measurement (Bollen, 1989) used to measure a defined construct. A reliable scale represents stability in measurement outcome. There are different methods to estimate instrument reliability in behavioural researches: test-retest reliability, alternative forms, split-half, inter-rater reliability, and internal consistency and Cronbach's coefficient alpha (Drost, 2011). To the present study Cronbach's coefficient has been calculated for the reliability of the

used scales. the Cronbach's coefficient was mentioned into the factor structure section of instruments.

## 4.2 FACTOR STRUCTURE OF THE INSTRUMENTS

To examine the hypotheses of the presumed model (Figure 2.1), initially a confirmatory factor analysis (CFA) was employed. CFA examines, each constructs' measurement properties and checks the generalizability of the measures used for the sample under study. The CFAs were estimated with the help AMOS 21.0, a structural equation modeling (SEM) software program. CFA is a more precise procedure which fixes the construct validity and unidimensionality of construct while specifying the relationship of the observed measures to their underlying constructs. CFA permits the researcher to test the hypothesis of the proposed relationship between the observed variables and their underlying latent construct(s), also known as factors. The main purpose of the CFA is to determine the specific number of factors among a set of indicators. CFA helps to test statistically the significance of the prior assumed relationship pattern of construct, based on pre-established knowledge (theory), empirical research, or both. The following section analyse the results of the factor analysis of each scale.

Appropriateness of the model was evaluated by using the *mean of a chi-square* (CMIN/DF=minimum discrepancy divided by the degrees of freedom). It estimates the difference between predicted and observed correlations. There is a debate on the acceptable value for this statistic should be. Generally, a value less than 5 is acceptable (according to Wheaton, Muthen, Alwin, and Summers (1977), (as cited in Hooper, Coughlan, Mullen, 2008). This test is considered rigid (Tabachnick and Fidell, 2001) and traditional (Hooper et al., 2008; Barret, 2007) way to ascertain the model fit and for that reason one should not fully depend on it. So, the researcher also investigated other alternative fit indices including: absolute goodness-of fit and relative goodness-of fit. Goodness of Fit Index (GFI), and Root Mean Square Error (RMSEA) indices are used for absolute fit. Comparative fit index (CFI), the Tucker-Lewis index (TLI) and the Incremental Fit Index (IFI) are used to assess relative fit (Hooper et al. 2008). TLI and CFI assess the fit of the hypothesized model relative to the independence model which assumes that there are no relationships in the data (Myers, Feltz, Maier, Wolfe, & Reckase, 2006). The RMSEA provides a confidence interval and yields appropriate conclusions about the model quality. Hu and Bentler (1999) suggested that RMSEA value less than .06 indicates a



good fit, while Brown and Cudeck (1993) and Van de Schoot, Lugtig & Hox, (2012) illustrated that the value less than .08 is an acceptable fit. Other indexes including CFI value should be close to the .95 or close to it (according to Hu and Bentler, 1999, as cited by Hooper et al., 2008) and for GFI and TLI value should be .90 or above is acceptable (Qian & Daniels, 2008; Hooper et al., 2008).

#### **4.2.1 Confirmatory Factor Analysis (CFA) of the Zimbardo Time Perspective Inventory**

The ZTPI, a 56-item self-report inventory that measure individual different perspectives towards time. This inventory is validated by many studies across the culture (Boniwell et al., 2012; Worrell & Mello, 2007; Cate & John, 2007; Carelli, Wiberg &Wiberg, 2011; Milfont & Gouveia, 2006, Anagnostopoulos, & Griva, 2011). The suitability of the scale for this sample is also checked and the finding showed that inventory is fit for both the study sample: emerging (CMIN/DF=1.811, GFI=.908, TLI=.928, CFI=.931, RMSEA=.05) and middle adulthood (CMIN/DF=1.791, GFI=.925, TLI=.930, CFI=.933, RMSEA=.05).

The five-factor structure of time perspective scale has found a great support in the time perspective literature. The CFA in the present study revealed the factor structure of time perspective scale to be consistent with previous studies. All the items loaded adequately on their respective factors. Moreover, the reliability of the scale was found to be good for both samples emerging (.91) and middle adults (.93). Also, the construct validity analysis (convergent and discriminant) confirmed the suitability of the instrument (**Table 4.2 and 4.3**). This shows that the five-factor conceptualization has sound psychometric properties and is valid in the Indian context as well.

#### **4.2.2 Confirmatory Factor Analysis (CFA) of the Mini International Personality Item Pool**

This scale was developed and validated across studies (Cooper et al, 2010; Swami, Pietschnig, Bertl, Nader, Stieger, & Voracek, 2012), and has promising psychometric properties, such as acceptable reliability and highly similar correlations with other Big Five measures and personality constructs than longer IPIP measures, whereas investigation of its psychometric properties seems warranted (Laverdière, Morin, & St-Hilaire, 2013). CFA was employed, in order to confirm whether data fit this multi-dimensional structure model or not for the targeted population.

Analysis indicated that model is fit for both the sample: emerging (CMIN/DF=2.320, GFI=.889, TLI=.937, CFI=.958, RMSEA=.07) and middle adults (CMIN/DF=2.140, GFI=.908, TLI=.952, CFI=.968, RMSEA=.06). All the items loaded adequately on their respective factors. More over the reliability of the scale was found to be good for both samples Cronbach's alpha result for the targeted population emerging (.79) and middle adults (.83) respectively. Also, the construct validity analysis (convergent and discriminant) confirmed the suitability of the instrument (see table). This shows that the five-factor conceptualization has sound psychometric properties and is valid for the Indian context as well.

#### **4.2.3 Confirmatory Factor Analysis (CFA) of the Satisfaction With Life Scale (SWLS)**

This scale has a single underlying dimension factor structure which is validated by several studies (Gouveia, Milfont, Da Fonseca, & de Miranda Coelho, 2009; Vazquez & Hervás, 2013; Lucas-Carrasco, Den Oudsten, Eser, & Power, 2014; Sancho, Galiana, Gutierrez, Francisco, & Tomás, 2014). Further, Vera-Villaruel et al. (2012) have asserted that this scale has been used extensively across different languages and samples. To check the validity of unidimensionality for the present sample, CFA was employed. The analysis revealed that the model fit for both samples including emerging adults (CMIN/DF=1.217, GFI=.991, TLI=.998, CFI=.999) and middle adulthood (CMIN/DF=1.28, GFI=.991, TLI=.998, CFI=.999). As we can see the absolute and relative fit indexes indicate exceptional fit. Thus, it can be established that the original factor structure of SWLS holds true for the present sample. The results establish the universality of this scale. And the Cronbach's  $\alpha$  coefficient is .93 for emerging adults and .94 for middle adults.

#### **4.2.4 Confirmatory Factor Analysis (CFA) of the Positive Affect Negative Affect Scale (PANAS)**

PANAS is a widely used inventory in psychology and related fields for the assessment of affect. Watson, Clark and Tellegen (1988) suggested two components of PANAS as positive affect and negative. CFA was run to test the two-factor structure on the current samples also. The analysis revealed that the model fit for the both samples; emerging (Chi-square (CMIN/DF=2.60, GFI=.915, TLI=.932, CFI=.962) and late middle adults (CMIN/DF=1.78, GFI=.910, TLI=.919, CFI=.954). The results establish the universality of this scale. Scale has good reliability Cronbach's  $\alpha$  coefficient is .76 for emerging and .82 for middle adults.

### **4.3 THE OVERALL MEASUREMENT MODEL**

Before starting the further analysis of the obtained data, it is suggested that to examine the relevance of the measurement model (Anderson & Gerbing, 1988). Thus, CFA was conducted to test the life satisfaction, positive and negative affect, personality (extroversion, agreeableness, conscientiousness, neuroticism and intellect), and time perspective (FTP, PPTP, PNTP, PFTP and PHTP). The dimensions of affect balance, personality and time perspective are tested separately as their respective indicator for both samples. The model revealed an overall good fit for emerging adulthood model (CMIN/DF=1.58, TLI=.901, CFI=.905, RMSEA=.049) and for middle adulthood model (CMIN/DF=1.66, TLI=.900, IFI=.902, CFI=.901, RMSEA=.049). After getting the suitable results from CFA, this model was retained for further statistical analysis.

### **4.4 VALIDITY OF THE SCALES**

#### **4.4.1 Face and Content Validity**

An instrument said to have a face validity when it “appears to be” measuring the construct of interest. Content validity, on the other hand, requires the agreement of subject matter experts that the instrument and its item/statements actually measure the construct of interest. The present study has used all the established and extensively used instruments to measure the study variables. So, it is obvious that they have a high face and content validity, albeit, the complete questionnaire which included the items from all the scales were shown to the experts in the field to ensure the high face and content validity.

#### **4.4.2 Construct Validity**

Construct validity, is explained as “the extent to which an operationalization measures the concept it is supposed to measure” (according to Cook and Campbell (1979), as cited by Bagozzi & Phillips, 1991). If researcher is not assessing the construct validity they cannot determine the confounding influences of random error and method variance that may lead to ambiguous results of theory testing such as a hypothesis might be rejected or accepted because of excessive error in measurement, not necessarily because of the inadequacy or adequacy of theory. There are different ways to analyze the construct validity of the scales some are classic methods as suggested by Campbell and Fiske (1959) but some other researchers such as

Williams, Cote, and Buckley (1989) relies on confirmatory factor analysis to examine construct validity. Campbell and Fiske (1959) proposed two aspects of construct validity: convergent and discriminant validity.

#### **4.4.3 Convergent and Discriminant Validity**

“Convergent and discriminant validity are operational types of validity most closely associated with the multi-trait-multimethod approach” (Peter, 1981). The convergent validity is demonstrated when a test shown high correlation with other variables with which it shares an overlap of constructs. Researchers suggested two approaches that ensured the convergent validity. First checking the standardized loadings obtained in CFA and if all the factor loading values are higher than .50, then it confirmed that convergent validity is present in the scale (Hair et al. 2006). Second, method was suggested by Anderson and Gerbing (1988) who claimed that if all the factor loadings for the indicators are greater than twice their standard errors and t-tests are significant then the parameters estimates demonstrate convergent validity. Second, discriminant validity assumes that different variables are used to measure different constructs and the measures of these different constructs should be weakly correlated. Discriminant validity is calculated through a squared correlation between two constructs that is less than the constructs’ AVE scores, have suggests discriminant validity can be assumed between those constructs (Fornell & Larcker 1981). These assumptions are true for this proposed study, and hence demonstrate the convergent validity and divergent

To examine the convergent validity of the constructs, factor loadings, average variance extract (AVE) and composite reliabilities, were evaluated for both the groups as shown in Table 4.2 for emerging adults and Table 4.3 is for middle adults. The loadings for time perspective dimensions (emerging adults=0.466-0.926; middle adults=0.494 - 0.918), personality traits (emerging adults=0.501-0.921; middle adults=0.537-0.919), dimensions of affect (emerging adult=0.612-0.910; middle adults=0.556-0.909) and life satisfaction (emerging adults=0.847-0.884; middle adults=0.853-0.888) are ranged significantly for both groups. As shown in Table 4.2 and 4.3, the composite reliability of each construct exceeded the limit of 0.6 (Bagozzi, Yi & Phillips, 1988); and obtained values for the AVE passed the ceiling of 0.5 (Fornell & Larcker, 1981).

Thus, the results entail that there exists no issue regarding the convergent validity of the measures of construct in the presumed model. Regarding the discriminant validity, the AVE values of the latent constructs were measured in comparison to the squares of correlation estimates. Because all the AVE values stand higher than the squared inter-construct correlation values, there exists no issue regarding discriminant validity in study model (Fornell & Larcker, 1981).

**Table: 4.2 Factor loadings, reliability and validity for the full measurement model for Emerging Adults (N=244)**

Constructs	Factor Loadings	CR	AVE	MSV	1	2	3	4	5	6	7	8	9	10	11	12	13	Mean
PNTP	<b>.823-.926</b>	.972	.774	.246	<b>.880</b>													<b>3.4</b>
A	<b>.816-.867</b>	.900	.693	.517	-.400	<b>.832</b>												<b>2.5</b>
C	<b>.830-.860</b>	.908	.712	.591	-.466	.719	<b>.844</b>											<b>2.7</b>
I	<b>.501-.880</b>	.852	.606	.353	-.414	.559	.582	<b>.779</b>										<b>2.8</b>
N	<b>.883-.921</b>	.946	.813	.376	.153	-.432	-.613	-.445	<b>.902</b>									<b>2.3</b>
E	<b>.863-.901</b>	.932	.775	.450	-.203	.443	.671	.518	-.566	<b>.880</b>								<b>3.0</b>
LS	<b>.847-.884</b>	.938	.753	.398	-.496	.396	.631	.594	-.405	.452	<b>.868</b>							<b>3.8</b>
PPTP	<b>.824-.896</b>	.959	.724	.261	-.360	.487	.488	.208	-.236	.385	.314	<b>.851</b>						<b>2.4</b>
PFTP	<b>.842-.918</b>	.969	.775	.359	.341	-.452	-.599	-.381	.261	-.396	-.516	-.511	<b>.881</b>					<b>3.2</b>
NA	<b>.612-.888</b>	.943	.637	.482	.449	-.498	-.694	-.427	.577	-.555	-.516	-.298	.321	<b>.798</b>				<b>2.6</b>
FTP	<b>.627-.886</b>	.962	.671	.646	-.246	.352	.676	.377	-.539	.619	.367	.394	-.361	-.495	<b>.819</b>			<b>2.6</b>
PHTP	<b>.466-.917</b>	.977	.741	.231	-.066	.455	.348	.257	-.440	.481	.124	.387	-.145	-.381	.288	<b>.861</b>		<b>2.8</b>
PA	<b>.831-.910</b>	.965	.734	.646	-.384	.587	.769	.561	-.453	.540	.526	.459	-.541	-.509	.804	.224	<b>.857</b>	<b>2.4</b>

NOTE: Values in diagonal represent the squared root estimate of AVE; AVE represents average variance extracted; MSV represents maximum shared variance; CR represents composite reliability; FTP- Future time perspective, PPTP- Past Positive time perspective, PNTP- Past negative time perspective, PFTP- Present Fatalistic time perspective, and PHTP-Present Hedonistic time perspective; NA-Negative Affect; PA- Positive Affect; SWLS- Satisfaction With Life Scale; E-Extraversion, A-Agreeableness, C-Conscientiousness, N-Neuroticism, I-Intellect; All variables are significant on significance level of 0.001.

**Table: 4.3 The factor loadings, reliability and validity for the full measurement model for Middle Adults (N=273)**

Constr ucts	Factor Loading	CR	AVE	MS V	1	2	3	4	5	6	7	8	9	10	11	12	13	Mean
PNTP	<b>.821-.918</b>	.971	.770	.18 7	<b>.878</b>													<b>3.5</b>
A	<b>.824-.861</b>	.903	.699	.54 9	- .361	<b>.836</b>												<b>2.6</b>
C	<b>.837-.859</b>	.910	.717	.54 9	- .421	.741	<b>.847</b>											<b>2.8</b>
I	<b>.537-.881</b>	.860	.619	.36 6	- .364	.591	.605	<b>.787</b>										<b>2.9</b>
N	<b>.883-.919</b>	.946	.813	.32 0	.146	-.324	-.517	-.340	<b>.902</b>									<b>2.4</b>
E	<b>.871-.899</b>	.934	.779	.47 2	- .176	.472	.687	.544	-.486	<b>.883</b>								<b>3.0</b>
LS	<b>.853-.888</b>	.941	.761	.34 2	- .426	.384	.585	.559	-.336	.403	<b>.872</b>							<b>3.9</b>
PPTP	<b>.836-.899</b>	.962	.736	.22 8	- .284	.478	.458	.216	-.161	.343	.381	<b>.858</b>						<b>2.5</b>
PFTP	<b>.842-.918</b>	.968	.771	.30 7	.365	-.404	-.554	-.339	.268	-.370	-.437	-.413	<b>.878</b>					<b>3.2</b>
NA	<b>.556-.891</b>	.945	.643	.39 9	.432	-.440	-.632	-.379	.566	-.518	-.449	-.227	.325	<b>.802</b>				<b>2.9</b>
FTP	<b>.567-.885</b>	.964	.681	.62 1	- .181	.360	.644	.379	-.449	.575	.419	.458	-.282	-.420	<b>.825</b>			<b>2.7</b>
PHTP	<b>.694-.914</b>	.977	.743	.20 6	- .018	.453	.341	.268	-.368	.454	.186	.445	-.088	-.323	.348	<b>.86 2</b>		<b>2.6</b>
PA	<b>.832-.909</b>	.966	.740	.62 1	- .341	.566	.733	.539	-.386	.505	.529	.475	-.483	-.408	.788	.25 4	<b>.860</b>	<b>2.8</b>

NOTE: Values in diagonal represent the squared root estimate of AVE; AVE represents average variance extracted; MSV represents maximum shared variance; CR represents composite reliability; FTP- Future time perspective, PPTP- Past Positive time perspective, PNTP- Past negative time perspective, PFTP- Present Fatalistic time perspective, and PHTP-Present Hedonistic time perspective; NA-Negative Affect; PA- Positive Affect; SWLS- Satisfaction With Life Scale; E- Extraversion, A-Agreeableness, C-Conscientiousness, N-Neuroticism, I-Intellect. All variables are significant on significance level of 0.001.

#### **4.5 TEST OF SUBSTANTIVE RELATIONSHIP**

#### **4.6 COMMON METHOD BIAS**

Common method variance (CMV) is defined as “variance that is attributable to the measurement method rather than to the constructs the measures represent and it is a serious problem in behavioural research” (Podsakoff, MacKenzie, Lee & Podsakoff, 2003, pp. 1). As we know the present study used cross sectional design and self-reported questionnaire so in that way common method bias could be one cause of major concern for the researcher. It is also main source of measurement error that affects research findings. Research instruments included negative worded items as well to reduce CMV as suggested by Podsakoff et al. (2003). This study also used Harmon single-factor test to assess if a common method bias was existing or not. Podsakoff et al. (2003) suggests that the existence of CMV is approved if the either a single factor or a general factor accounting for the majority of covariance. The result was no single factor explaining the majority of variance in case of emerging adulthood (34.64%) and middle adulthood (33.19%), which is below the maximum limit of 50 per cent as an indication of the common method bias (CMB) in the model (Podsakoff & Organ, 1986).

**Table 4.1** shows the results of descriptive statistics (mean) of subscales of time perspective, personality, and subjective wellbeing. Pearson correlations were also calculated for all studied constructs in both the samples presented in **Table 4.4** (Emerging Adults) and **4.5** (Middle Adults). For emerging adults, FTP was positively associated with E, A, C, I, LS and affect balance, while negatively with N. PPTP were positively associated with E, A, C, LS and affect balance, with an exception of insignificant correlations for N and I. PNTP Scale were negatively associated with A, C, I, LS and affect balance, shows insignificant relation with E and N exceptionally. PFTP were positively associated with N, negatively associated with E, A, C, I, LS and affect balance. PHTP were positively associated with E, A, C and affect balance, negative with N and shows insignificant association with I and LS. Dimensions of personality- E, A, C, I was positively associated with measures of SWB, as expected N is negatively linked significantly. For middle adults, significant correlations were obtained between all dimensions of TP, personality and SWB. Three factors of TP (FTP, PPTP, PHTP) are consistently positively correlated with measures of SWB—LS, affect balance and measures of personality-E, A, C, I.



They correlated negatively with N. PNTP and PFTP are positively linked with N, and negatively with E, A, C, and I.

Generation-related Mean Differences in SWB (H1) was calculated through t- test and the results of it indicated that, both the generation groups have shown significant difference in the levels SWB. Finding suggests that there is insignificant difference in SWB of both generational groups (**t=-0.297, p-value = 0.137**).

**Table: 4.4: Inter correlations among Study Constructs for Emerging Adults (N=244)**

Construct	FTP	PPTP	PNTP	PFTP	PHTP	E	A	C	N	I	LS	Affect Balance
<b>FTP</b>	1											
<b>PPTP</b>	.431**	1										
<b>PNTP</b>	-.222**	-.289**	1									
<b>PFTP</b>	-.395**	-.581**	.397**	1								
<b>PHTP</b>	.279**	.364**	.039	-.215**	1							
<b>E</b>	.513**	.269**	-.079	-.337**	.343**	1						
<b>A</b>	.385**	.418**	-.330**	-.490**	.437**	.353**	1					
<b>C</b>	.594**	.412**	-.353**	-.550**	.259**	.578**	.652**	1				
<b>N</b>	-.462**	-.113	.111	.223**	-.311**	-.525**	-.423**	-.575**	1			
<b>I</b>	.289**	.086	-.404**	-.259**	.073	.328**	.495**	.460**	-.388**	1		
<b>LS</b>	.411**	.275**	-.484**	-.492**	.042	.394**	.368**	.584**	-.393**	.507**	1	
<b>Affect Balance</b>	.659**	.293**	-.317**	-.441**	.365**	.542**	.556**	.755**	-.551**	.414**	.494**	1

NOTE: FTP- Future time perspective, PPTP- Past Positive time perspective, PNTP- Past negative time perspective, PFTP- Present Fatalistic time perspective, and PHTP-Present Hedonistic time perspective; E-Extraversion, A-Agreeableness, C-Conscientiousness, N-Neuroticism, I-Intellect; LS- Life Satisfaction; Significance level 0.01\*\*, 0.05\*

**Table: 4.5 Inter-correlations among Study Constructs for Middle Adults (N=273)**

Constructs	FTP	PPTP	PNTP	PFTP	PHTP	E	A	C	N	I	LS	Affect Balance
<b>FTP</b>	1											
<b>PPTP</b>	.454**	1										
<b>PNTP</b>	-.142*	-.171**	1									
<b>PFTP</b>	-.271**	-.401**	.343**	1								
<b>PHTP</b>	.428**	.438**	-0.003	-0.09	1							
<b>E</b>	.568**	.318**	-.156**	-.352**	.441**	1						
<b>A</b>	.361**	.423**	-.319**	-.379**	.430**	.433**	1					
<b>C</b>	.613**	.417**	-.379**	-.521**	.334**	.633**	.672**	1				
<b>N</b>	-.455**	-.141*	.138*	.258**	-.360**	-.458**	-.298**	-.481**	1			
<b>I</b>	.331**	.179**	-.298**	-.285**	.245**	.456**	.518**	.505**	-.268**	1		
<b>LS</b>	.415**	.348**	-.397**	-.414**	.188**	.381**	.356**	.543**	-.321**	.458**	1	
<b>Affect Balance</b>	.711**	.378**	-.423**	-.464**	.346**	.573**	.549**	.759**	-.542**	.454**	.545**	1

NOTE: FTP- Future time perspective, PPTP- Past Positive time perspective, PNTP- Past negative time perspective, PFTP- Present Fatalistic time perspective, and PHTP-Present Hedonistic time perspective; E-Extraversion, A-Agreeableness, C-Conscientiousness, N-Neuroticism, I-Intellect; LS- Life Satisfaction; Significance level \*\* p<.01; \* p<.05

## 4.7 HIERARCHICAL REGRESSION ANALYSIS

### 4.7.1 The Role of time perspective on Subjective Wellbeing

The role of time perspective on Subjective Wellbeing was examined to test hypothesis 1. To reveal deep insights of the issue, functions of all five factors of time perspective on SWB were tested. Analysis was done separately for both samples.

A hierarchical multiple regression analyzed whether different time perspective i.e. FTP, PPTP, PNTP, PFTP, and PHTP made a significant contribution to the variance in the Subjective Wellbeing after controlling for the demographic variables i.e. gender and education in emerging adulthood. The predictor variables were entered as follows: step one control variables (gender and residence), step two: step one + FTP, step three: step two + PPTP, step four: step three+ PNTP, step five: step four + PFTP, step six: step five + PHTP. **Table 4.6** presented the results of hierarchical multiple regression analysis for emerging adulthood. The demographic variables such as gender, and residence entered into the first step. It explained a little amount change ( $R^2 = .003$ ;  $F = .346$ ,  $p < .05$ ) in the dependent variable. In the second model FTP was added and this increased the variance significantly ( $R^2 = .438$ ;  $F = 61.89$ ,  $p > .001$ ) per cent. The third model adds PPTP, which also significantly increased but in very little manner ( $R^2 = .439$ ;  $F = 46.49$ ,  $p > .001$ ). The fourth model adds PNTP and it has significantly and incremental impact on dependent variable ( $R^2 = .510$ ;  $F = 49.14$ ,  $p > .001$ ). In the fifth model PFTP was added and this increased the variance significantly ( $R^2 = .561$ ;  $F = 50.19$ ,  $p > .001$ ). The sixth model adds PHTP, which also significantly increased variance into the studied variable ( $R^2 = .590$ ;  $F = 48.08$ ,  $p > .001$ ). The findings exhibit an interesting pattern that the strength of association of FTP with dependent variable decreases (from b value  $.661^{***}$  to  $.533^{***}$ ) in presence of PPTP, PNTP, PFTP, and PHTP but remains significant. The same results again appeared in third model where the relationship of PPTP with dependent variable decreases ( $.346^{**}$  to  $.216^{***}$ ).

For analyzing the predictive ability of middle aged adults' time perspective on subjective wellbeing; same steps of hierarchical multiple regression have been followed whether different time perspective i.e. FTP, PPTP, PNTP, PFTP, and PHTP made a significant contribution to the variance in the subjective wellbeing after controlling for the demographic variables i.e. gender marital status, residence and occupation. **Table 4.7** presented the results of hierarchical multiple regression analysis. The demographic variables such as gender marital status, residence and

occupation significantly explain ( $R^2 = .041$ ;  $F = 2.848$ ,  $p > .05$ ) variance in the dependent variable. Model exhibited that only gender and residence contributions are significant. In the second model FTP was added depicting an assembled incremental impact over ( $R^2 = .504$ ;  $F = 51.499$ ,  $p > .001$ ) SWB. The third model adds PPTP, which also significantly predict SWB ( $R^2 = .512$ ;  $F = 43.60$ ,  $p > .001$ ). The fourth model adds PNTP that explain significant variance in the SWB ( $R^2 = .632$ ;  $F = 62.11$ ,  $p > .001$ ). In the fifth model PFTP was added and this increased the variance significantly ( $R^2 = .667$ ;  $F = 63.13$ ,  $p > .001$ ). The sixth model adds PHTP, which also significantly explain the variance ( $R^2 = .675$ ;  $F = 57.83$ ,  $p > .001$ ). Findings exhibit an interesting pattern that the strength of association of FTP and dependent variable decreases (.648\*\*\* to .549\*\*\*) in presence of PPTP, PNTP, PFTP, and PHTP. Interestingly, in the third model the strength of association of PPTP with dependent variable decreases and turn insignificant (from b value .125\* to .030) in the presence of PNTP, PFTP, and PHTP. While, in the fourth model where the association of PNTP with SWB decreases when PFTP was entered and the association increases in the presences of PHTP.

The regression results exemplify the fact that the time perspective is shaping their activities, and choices, molding their thoughts and decision, furthermore it also decided their action and reaction, that are more likely to reciprocate through evaluation of life condition their experience and vice versa. The findings indicate adults' SWB was comprised of their ability to reminisce about Past Positive events, to sustain or savor current positive events, and to anticipate Future Positive events, it also suggested by Bryant (2003).

**Table 4.6: Results of Hierarchical Regression Analysis of Emerging Adulthood (PV Time Perspective dimensions, DV Subjective Wellbeing)**

N=244	Predictors	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1.	<b>Gender</b>	-.044	.004	.013	-.009	-.003	-.004
	<b>Residence</b>	-0.26	-.713	-.035	-.020	-.040	-.051
2.	<b>1+FTP</b>		.661***	.641***	.608***	.563***	.533***
3.	<b>2+PPTP</b>			.349**	.263***	.255***	.216***
4.	<b>3+PNTP</b>				-.280***	-.209***	-.242***
5.	<b>4+PFTP</b>					-.298***	-.293***
6.	<b>5+PHTP</b>						.186***
	<b>F Change</b>	.346	61.89	46.49	49.14	50.19	48.08
	<b>Sig F</b>	.708	.000***	.000***	.000***	.000***	.000***
	<b>R<sup>2</sup></b>	.003	.438	.439	.510	.561	.590
	<b>Adj. R<sup>2</sup></b>	-.005	.431	.430	.499	.550	.577
	<b>ΔR<sup>2</sup></b>	.003	.435	.001	.071	.051	.029

Note: (\*p<0.05, \*\*P<0.01, \*\*\*p<0.001, PV Predictor Variable: Time Perspective, FTP- Future time perspective, PPTP- Past Positive time perspective, PNTP- Past negative time perspective, PFTP- Present Fatalistic time perspective, and PHTP-Present Hedonistic time perspective, DV Dependent Variable: Subjective Wellbeing, N=244, b Standardized beta Score)

**Table 4.7: Results of Hierarchical Regression Analysis of Middle Adulthood (PV Time Perspective dimensions, DV Subjective Wellbeing)**

N=273	Predictors	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1.	<b>Gender</b>	.188**	.131**	.110*	.125**	.051	.080
	<b>Marital Status</b>	.061	.032	.039	-.017	-.013	-.018
	<b>Residence</b>	-.234**	-.184***	-.170**	-.130**	.056	.092
	<b>Occupation</b>	.033	.061	.043	-.004	-.045	-.045
2.	<b>1+FTP</b>		.684***	.639***	.610***	.582***	.549***
3.	<b>2+PPTP</b>			.125*	.036	.047	.030
4.	<b>3+PNTP</b>				-.365***	-.306***	-.316***
5.	<b>4+PFTP</b>					-.230***	-.233***
6.	<b>5+PHTP</b>						.113**
	<b>F Change</b>	2.848	51.499	43.60	62.11	63.13	57.83
	<b>Sig F</b>	.024*	.001***	.001***	.001***	.001***	.001***
	<b>R<sup>2</sup></b>	.041	.504	.512	.632	.667	.675
	<b>Adj. R<sup>2</sup></b>	.026	.495	.501	.622	.656	.664
	<b>ΔR<sup>2</sup></b>	.041	.459	.008	.12	.035	.008

Note: (\*p<0.05, \*\*P<0.01, \*\*\*p<0.001, PV Predictor Variable: Time Perspective, FTP- Future time perspective, PPTP- Past Positive time perspective, PNTP- Past negative time perspective, PFTP- Present Fatalistic time perspective, and PHTP-Present Hedonistic time perspective. DV Dependent Variable: Subjective Wellbeing, N=273, b Standardized beta Score)

#### 4.7.2 The Role of Personality on Subjective Wellbeing

To study the function of personality on subjective wellbeing, the predictor role of personality factors (extroversion, consciousness, agreeableness, neuroticism, and intellect) were examined on SWB for the both samples. A hierarchical multiple regression analysis was carried to see whether factors of personality i.e. extroversion, consciousness, agreeableness, neuroticism, and intellect made a significant contribution to the variance in the SWB.

In case of emerging adulthood, the demographic variables i.e. gender, and residence was treated as control variables. The predictor variables were entered as follows: step one control variables (gender, and residence), step two: step one + E, step three: step two + C, step four: step three + A, step five: step four + N, step six: step five + I. **Table 4.8** presented the results of hierarchical multiple regression analysis. The demographic variables such as gender and residence explain very little ( $R^2 = .003$ ;  $F = .346$ ,  $p < .05$ ) variance in the dependent variable. In the second model E was added and this increased the variance into the SWB ( $R^2 = .315$ ;  $F = 36.41$ ,  $p < .001$ ). The third model added A, which also explain variance into the dependent variable ( $R^2 = .468$ ;  $F = 52.30$ ,  $p < .001$ ). The fourth model added C which significantly improved variance ( $R^2 = .650$ ;  $F = 88.12$ ,  $p < .001$ ). In the fifth model N was added and this increased the variance significantly ( $R^2 = .660$ ;  $F = 76.454$ ,  $p > .001$ ). The sixth model adds I, which also significantly predicts SWB but in little manner ( $R^2 = .673$ ;  $F = 69.01$ ,  $p > .001$ ). The findings exhibit an interesting pattern that the strength of association of E with dependent variable is decreases (.561\*\*\* to .113\*) in the presence of A, C, N, and I. The same results again appeared in fourth and fifth model where the relationship of both factors (C and N) with dependent variable decreases in the presence of N and Irrespectively. Interesting thing is visible in the current findings, that in model third, the predictive ability of A in respect of SWB is turns insignificant in presence of C, N, and I.

For middle aged people same steps are followed see **Table 4.9**. The demographic variables such as gender, marital status, residence and occupation significantly explain only 4.1 ( $R^2 = .041$ ;  $F = 2.848$ ,  $p < .05$ ) per cent variance in the dependent variable. In the second model E was added and this increased the variance significantly ( $R^2 = .360$ ;  $F = 27.22$ ,  $p < .001$ ). The third model added A, which is significant and increased the variance into the SWB ( $R^2 = .454$ ;  $F = 33.972$ ,  $p < .001$ ). In the fourth model C was added and it significantly improved the variance



( $R^2=.611$ ;  $F=.63$ ,  $p<.001$ ). In the fifth model N was added and this also predicts SWB significantly ( $R^2= .639$ ;  $F=55.61$ ,  $p >.001$ ). The sixth model adds I, which also significantly increased variance into the SWB ( $R^2=.653$ ;  $F=52.23$ ,  $p >.001$ ). The findings exhibit an interesting pattern emerged in case of middle adults also. In first model where only, the gender and residence predict the dependent variable. The strength of association of gender with the dependent variable, is decreases and turns insignificant in the presence of A, C, N, and I. While, the association of residence with dependent variable is decreases ( $-.234^{***}$  to  $-.150^{**}$ ) in presence of E and A and it turns insignificant while the adding of C and I in fourth and fifth model respectively. In the second model the strength of association of E with dependent variable decreases and lastly it turns insignificant ( $.561^{***}$  to  $.069$ ) in presence of I.

**Table 4.8: Results of Hierarchical Regression Analysis of Emerging Adulthood (PV Personality dimensions, DV Subjective Wellbeing)**

	Predictors	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
<b>1.</b>	<b>Gender</b>	-.044	-.006	.025	.022	.011	.016
	<b>Residence</b>	-.026	.005	.019	.023	.036	.040
<b>2.</b>	<b>1+Extraversion</b>		.561***	.416***	.159***	.121**	.113*
<b>3.</b>	<b>2+Agreeableness</b>			.421***	.091	.078	.034
<b>4.</b>	<b>3+Conscientiousness</b>				.645***	.600***	.584***
<b>5.</b>	<b>4+Neuroticism</b>					-.131**	-.112*
<b>6.</b>	<b>5+Intellect</b>						.134**
	<b>F Change</b>	.346	36.41	52.304	88.124	76.454	69.01
	<b>Sig F</b>	.708	.001***	.001***	.001***	.001***	.001***
	<b>R<sup>2</sup></b>	.003	.315	.468	.650	.660	.673
	<b>Adj. R<sup>2</sup></b>	-.005	.306	.460	.643	.652	.663
	<b>ΔR<sup>2</sup></b>	.003	.312	.153	.182	.011	.011
Note: (*p<0.05, **P<0.01, ***p<0.001 PV Predictor Variable, Dependent Variable: Subjective Wellbeing, N=244, b Standardized beta Score)							

**Table 4.9: Results of Hierarchical Regression Analysis of Middle Adulthood (PV High-Personality Factors, DV Subjective Wellbeing)**

	<b>Predictors</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
<b>1.</b>	<b>Gender</b>	.188**	.136*	.099	.009	.036	.056
	<b>Marital Status</b>	.061	.062	.032	-.002	-.006	-.005
	<b>Residence</b>	-.234***	-.205***	-.150**	-.039	-.080	-.036
	<b>Occupation</b>	.033	.018	.028	-.023	.012	.017
<b>2.</b>	<b>1+Extroversion</b>		.567***	.419***	.146**	.100*	.069
<b>3.</b>	<b>2+Agreeableness</b>			.345***	.216**	.178**	.172**
<b>4.</b>	<b>3+Conscientiousness</b>				.645***	.558***	.527***
<b>5.</b>	<b>4+Neuroticism</b>					-.203***	-.208***
<b>6.</b>	<b>5+Intellect</b>						.149***
	<b>F Change</b>	2.848	27.22	33.972	56.63	55.61	52.23
	<b>Sig. F</b>	.024*	.001***	.001***	.001***	.001***	.000***
	<b>R<sup>2</sup></b>	.041	.360	.454	.611	.639	.653
	<b>Adj. R<sup>2</sup></b>	.026	.348	.441	.601	.628	.642
	<b>ΔR<sup>2</sup></b>	.041	.319	.094	.157	.028	.014
Note: (*p<0.05, **P<0.01, ***p<0.001 PV Predictor Variable, Dependent Variable: Subjective Wellbeing, N=273, b Standardized beta Score)							

## 4.8 MEDIATION ANALYSIS

### 4.8.1 Time Perspective, Personality, and SWB

Researcher examined two mediation models for both samples where personality was tested as the mediators of the links from TP to SWB (Table 4.10 and 4.11). To test for mediation, the Baron and Kenny (1986) approach was used and mediation was tested via the regression model (SPSS PROCESS) of Preacher and Hayes (2008). As seen in Table 4.4 and 4.5 for both emerging and middle adults (a) time perspective were associated with personality traits; (b) personality were associated with SWB.

Same as the case of emerging adult TP directly and significantly predicts personality ( $B=0.01$ ,  $t=4.49$ ,  $p=0.001$ ), supported H4.1. Personality acted as a significant mediator as TP indirectly affected SWB via the partial mediation of personality, confirmed by the Sobel test ( $B=.112$ ,  $p<.001$ ). Thus, H4.2 stands supported. The bootstrap results favoured the significance, with 95 per cent confidence interval (CI) around the indirect effect that did not contained zero (.06,.015).

**Table 4.10: Results of Simple Mediation Model Regressing Emerging Adults' Personality as a Mediator**

Constructs	B	T	P
<i>Direct and total effects</i>			
Personality regressed on TP	.10	4.49	.000***
SWB regressed on TP	.19	4.66	.000***
SWB regressed on the personality, controlling for TP	1.07	12.07	.000***
SWB regressed on TP, controlling for Personality	.08	2.39	.01**
Values	<b>Sobel</b>	<b>Z</b>	<b>p</b>
<i>Indirect effect and significance using the normal distribution</i>	<b>.112</b>	<b>4.19</b>	<b>.001***</b>
Bootstrap results for indirect effect	<b>M</b>	<b>LL95%CI</b>	<b>UL95%CI</b>
Effect	.112	.06	.015

Note: (\* $p<0.05$ , \*\* $P<0.01$ , \*\*\* $p<0.001$ ; N=244; unstandardized regression coefficients are reported; Bootstrap sample size=5000; LL=lower limit; CI=confidence interval; UL=upper limit; TP represents Time Perspective; SWB= Subjective wellbeing

In case of middle adults, table shows that TP directly and significantly predicts personality (B=0.21, t=3.32, p< 0.001\*\*\*), supported H4.1. Personality acted as a significant mediator as TP indirectly affected SWB via the full mediation of personality, confirmed by the Sobel test (B=.24, p<.001). Thus, H4.2 stands supported. The bootstrap results favoured the significance, with 95 per cent confidence interval (CI) around the indirect effect that did not contained zero (0.123, 0.365).

**Table 4.11: Results of Simple Mediation Model Regressing Middle Adults' Personality as a Mediator**

<b>Constructs</b>	<b>B</b>	<b>T</b>	<b>P</b>
<i>Direct and total effects</i>			
Personality regressed on TP	0.21	3.32	0.001***
SWB regressed on TP	0.30	2.75	0.006**
SWB regressed on the personality, controlling for TP	1.15	13.67	0.000***
SWB regressed on TP, controlling for Personality	0.06	0.73	0.46
Values	<b>Sobel</b>	<b>Z</b>	<b>p</b>
<i>Indirect effect and significance using the normal distribution</i>	.24	3.217	.001***
Bootstrap results for indirect effect	<b>M</b>	<b>LL95% CI</b>	<b>UL95% CI</b>
Effect	.24	.123	.365
Note: (*p<0.05, **P<0.01, ***p<0.001; N=273; unstandardized regression coefficients are reported; Bootstrap sample size=5000; LL=lower limit; CI=confidence interval; UL=upper limit; TP represents Time Perspective; SWB= Subjective wellbeing			

#### 4.9 DISCUSSION OF FINDINGS

The findings reported herein will make several contributions to the existing understandings of emerging and middle adults' subjective wellbeing. Estimates for the associations between SWB and some of its most important antecedents in Indian cultural context

have been evaluated. The major goals of the current study were: (1) investigate generation-related graded differences in the experience of pleasure, avoidance of negative emotions and satisfaction with life (2) examine whether the subjective wellbeing is differentially associated with various aspects of time perspective and personality in younger and middle adults, and (3) evaluate the role of one's personality in the relation of TP and SWB. To this end, several notable findings emerged from the current investigation.

#### **4.9 GENERATION AND SUBJECTIVE WELLBEING**

The first aim of the current investigation was to examine “Existing generation-related differences between emerging and middle adults in experiencing subjective wellbeing?” Looking at the available data on emerging and middle-aged adults in India, expectations were to find differences in experiences of SWB in them. In contrast to our expectations, this study found that both the groups came out at an equal level of subjective wellbeing, means there is an insignificant role of generational characteristics on SWB. But However, there are few studies which supported the findings of the current study (Diener, 1984; Costa et al., 1987; Filipp & Ferring, 1989).

This study suggested that generational characteristics are less important than personal dispositional characteristics such as personality, attitude, motivation etc. for wellbeing and happiness. Thence the personal factors shaping an individual- perception, interpretation of situation, adaptation in a challenging situation, thought processes, and behavior came out to be considered as major determinants of a good and happy life.

The other probable explanation for these findings is that as many middle and later adults are refusing to accept the label “elderly” and see themselves younger and tend to feel younger than their actual age (Goldsmith & Heiens, 1992; Montepare & Lachman, 1989). Individuals with youthful self-perceptions describe higher levels of SWB (Montepare, 1996; Westerhof & Barrett, 2005) because people can compensate for the negative implications of ageism by feeling young (Heckhausen & Schulz, 1998). Researchers argued that this strategy may promote to wellbeing as it linked to the positive illusions. Studies based on positive illusions advised that judging oneself more favorably than objective indicators might promote SWB (Taylor & Brown, 1988) that also helps in circumventing negative psychological states (Alloy & Abramson, 1988).

Hence, study also the argument at the center of positive illusion that the ability to maintain positive self-perception (feel younger) appears to be fundamental to psychosocial adjustment throughout life. The study also argued that the fundamental ability of any individual is to continually adjust themselves to the new demands and challenges of the life conditions in the processes of achieving a constructive developmental trajectory. So, the older generation adjusts themselves to the new social, cultural and technological changes that positively as well as negatively influenced the experience of the wellbeing of middle-aged people.

This study (H1) hypothesized that both groups will show significant differences in their experience of wellbeing because they belonged to different generations and had their own developmental trajectories and tasks that may influence their evaluation of life satisfaction and affect balance but the findings came out otherwise. Based on Karas' et al. (2014) research, we try to explain why both groups may have experienced the same level of subjective wellbeing. Especially in the case of emerging adults even as they experience so much of life's uncertainty. In our study, the majority of participants are pursuing their degrees in sciences and technology, and management, medical and arts. Researchers argue that this commitment towards education might help to develop more understanding towards self-relevant information it enhances the sense of continuity between past, present, and future; planned set of goals to attempt for; develop personal control, able to reframe their perception, to see the positive aspect in that and act accordingly (Thatchenkery, 2013), and self-determination, permits active self-regulation on distracting activities which leads to the positive psychological functioning.

Some researchers argue that midlife as a period is distinguished from young adulthood and old age in many ways like middle aged-people have major responsibilities, also have less time for themselves like young adults have; which intensify stress and irritation. In contrast, Neugarten, (1968) see middle age as the "period of maximum capacity and ability to handle a highly complex environment and a highly differentiated self" (p. 97). Meanwhile, the middle-aged adults acquired enough experience to handle life challenges, sense of control, purpose in life, productivity, social responsibility, and other agentic qualities (Lachman et al., 1994), having more knowledge and greater problem-solving abilities than younger or older adults (Cameron, 1973; Schaie, 1977, 1978). This stage of adulthood is also seen to be well equipped with psychosocial resources to handle the life hassles. Neugarten (1968) reported a "central

importance of what might be called the executive processes of personality in middle age: self-awareness, selectivity, manipulation, and control of the environment, mastery, competence, the wide array of cognitive strategies" (p. 98) (as cited in Lachman et al., 1994). These characteristics may help to middle aged-adult to see their life positively.

It is a common belief that adulthood is the notably unhappy time of life- typically the stressed-filled teen year, the midlife crisis years, or the shrinking years of old age. This study suggested that no time of life is notably happier or unhappier than any other and the antecedents of happiness do change with age (Latten, 1989; Stock, Okun, Haring, & Witer, 1983, Inglehart, 1990). In some cases, good career, educational achievement, enjoyment with friends, love relationships are important for emerging adults while satisfaction from social relation and health become more important, for later life (Herzog, Rogers, & Woodworth, 1982). Furthermore, this study confirmed that someone's age does not provide many clues to the person's average sense of wellbeing (Myers & Diener, 1995). This study got support from previous studies including Costa, McCrae, and Zonderman (1987), who argued that some people are capable enough to remain happy in the mid of life's ups and downs, despite changes in their work, residence and their family status, their personality and time perspective, playing a role in their happiness and wellbeing.

#### **4.10 TIME PERSPECTIVE AND SWB**

The present research gives data to advance the understanding of the multiple relationships between time perspectives and SWB (**Table 4.6 and 4.7**). It was hypothesized that different time perspective would significantly influence SWB of emerging and middle adult people. The data indicates the correlation structure and psychometric properties of the Zimbardo Time Perspective Inventory (ZTPI) scales within the Indian context especially on emerging and middle-aged adult populations are quite like those reported by Zimbardo and Boyd (1999). As the expectation, this study also found that ZTPI were moderately correlated with subjective wellbeing scale. The associations were quite similar in both the samples. This study confirmed that TP as a unique predictor which produces a remarkable variance in the SWB. These findings correspond to conclusions that time perspective is a "basic aspect of individual subjective experience" (Boniwell & Zimbardo 2004, p.8).



This study got support from the Durayappah (2011) 3P Model of SWB which stated that “human brain organizes events into the past, present, and future, SWB can also be considered in the past, present, and future (e.g., how happy I was, how happy I am, how happy I am going to be)” (p.685). The 3P model also posits that individual of the planet “not only desire to pursue happiness (Prospect) but also to experience it (Present), as well as protect our previously acquired happiness (Past)” (p. 710).

This study found that positive perspectives of time have a contribution in optimal experiences of happiness, except to PF and PN (Boniwell, Osin, Linley, & Ivanchenko, 2010; Drake, Duncan, Sutherland, Abernethy, & Henry, 2008). As argued by, Schimmack et al. (2002) for instance, one's satisfaction is not only decided by the life situation but moreover, it is shaped by how an individual temporally interprets those situations.

It is known that past emotional experiences have a crucial role in individual’s judgment regarding their life satisfaction and affect (Suh, Diener, & Fujita, 1996). One’s wellbeing may be affected not just by the memory of past life episodes, but also by recalling of emotional responses to those incidents. The finding of this study revealed that PPTP played a significant role in the SWB of emerging adults while it explained little variance into the SWB of middle adulthood. All over it must say that people high on PPTP to be satisfied with life. These results were similar to Drake et al. (2008) findings who states that “the happier participants were those who were more likely to hold positive as opposed to negative attitudes towards their past, be more spontaneous and live more at the moment”.

Individuals report higher levels of happiness when they relish or recapture the positive experiences in their past (Lyubomirsky, Sousa, & Dickerhoof, 2006) or when they take an optimistic view on life (Scheier, Carver, & Bridges, 1994). As shown by McCullough, Fincham, and Tsang (2003), for instance, individuals who are able to reframe a situation in order to reduce the intensity or occurrence of negative thought patterns through forgiveness; and appreciative for all the blessings they get in their life. This perspective of time reveals a warm, enjoyable, and sentimental attitude to the past, helping to maintain healthy relationships and creating a healthy environment for family, colleagues, and friends. This study also argued that people who give more importance to positive events in their life in comparison to the negative events of past lives. Such individuals have maintained a balance in their emotions and satisfied with life (Boniwell et

al. 2010; Zhang & Howell 2011). While PN time perspective has a negative role in individuals' wellbeing and happiness. If people are stuck in their negative past feeling they would never assess their life in a positive manner and they may embellish negative emotions of past (Sato & Kawahara, 2011). As we know PN has been positively linked with depression, anxiety, and low self-esteem. People make fewer friends (Zimbardo & Boyd, 1999); indulge in gambling, high consumption of drugs and alcohol (Wassarman, 2002; Klingeman, 2001). Which in turn ultimately leads to producing more negative emotions and depressive feelings, resulted in less happiness.

It is hypothesized that focus on the present with the emphasis on the 'here and now' is advantageous for wellbeing (Maslow, 1971; Csikszentmihalyi, 1992). Findings add on more information in the literature that PH has a very important role in determining one's wellbeing and happiness which is confirmed in both samples as well. Study advised that when people are evaluating their present life condition, most of individuals rate themselves quite satisfied in general (Diener & Diener, 1996). A hedonistic view of the present was related to a high positive affect. This study made argument based on previous studies that Despite significant changes in surrounding situations and age-related losses such as health, relations, motivations, for instance, individuals appear to successfully maintain a sense of wellbeing by adjusting themselves with the help of emotional regulation and inter and intra-individual reference frames (Charles & Carstensen, 2004; Diener, Lucas, & Scollon, 2006). Different researchers warned that the pleasure-seeking nature of PH may enhance more gratifying experiences but also may lead to behaviors that are ultimately maladaptive, such as risky driving, sex, and substance abuse (Henson, 2006). Person score high on PH is consuming alcohol, drug, and tobacco (Keough et al, 1999). This time perspective engaged individual into the enjoying present life. Such individuals are not capable to anticipate as strongly the future consequences of their present activities. People with these characteristics are undistracted by past worries and little think about the future anxieties. So, these individuals evaluating their life in more positive manner, confirmed by this study.

The Present-Fatalistic time perspective correlated with more depressive symptoms and that leads to dissatisfaction. Such people are pessimistic and self-destructive in nature (Henson et al., 2006). This study found that individuals with the high PF time oriented are rated them less

happy, mostly aimless and they think that future is uninfluenced by individual actions (Zimbardo & Boyd, 1999). Such individuals are unable to delay present opportunities or rewards for long-term benefits and they may not be affected by suggestions or warning that their inactiveness may produce negative outcomes in future. Individuals with fatalistic time perspective are also not able to use the adaptive emotional and behavioral strategies to protest the negative situation. In conflicting life circumstances these people make effort to conceal their emotions, offenders in some situation, or some time they show aggression and project their emotions onto others (Beek, 2011). These people are dependent on external locus of control; simply accept life as it is, not understand the necessity of taking action in order to mold the situations for self-benefits. So, these characteristics of fatalistic people who hold do not see a clear and predictable life as meaningful (Osin, 2007) and it is also confirmed by the current findings.

The current study found that future orientation is capable to produce a major variance in the subjective wellbeing. The study argued that people who are inclined to focus on the future plan, experienced less psychological distress and experience more positive emotion. Theories on lifespan perspective predict, that prevailing types of goals vary with age. In some case like in young adulthood growth goals are most important while in later adulthood goals of maintenance, repair, and loss management come to the foreground (Baltes et al., 1998). These life goals strongly influence our cognition and emotions. The study also made the argument that such people are motivated to save themselves from negative experiences and emotion through careful planning and anticipation of threat. Individuals are able to make predictions about what will occur in the future by comparing present events with previously gained knowledge and by using imagination (Lockhart, 1989; Smith, 1996). According to the theory of 'Mind Time' (Fortunato & Furey, 2010), some individuals show variation in thinking about their future. Such individuals creative, innovative, and visionary; are able to perceive new opportunities; open to experience new things; flexible, adaptability, and an openness to change, the speed of decision making, hopeful and optimistic (Fortunato & Furey, 2010). These people are able to look into the future, and thus foresee the usefulness of their present behavior (Simons et al. 2004).

The reason of the positive association between FTP and SWB is that the future-oriented person is more critical and aware about the outcome of their action and tend to select more adaptive cognitive strategies to reduce the intensity of the conflicting situation. Future-oriented

individuals are self-controlled and take a detailing of the existing conflict and find possible ways to resolve it (Bolotova & Hachaturova, 2013).

#### **4.12 PERSONALITY AND SWB**

**Table 4.8 and 4.9** depicts that personality traits significantly predict the SWB of both generational groups, which validate the relationship that exist between personality traits and SWB. Our analysis is based on two different generations of Indian population, in a representative survey. Results of hierarchical analysis indicate that personality traits including Extraversion, Agreeableness, conscientiousness, and Intellect correlate with high levels of subjective wellbeing while Neurotic trait of personality is strongly associated with low level of SWB in both the generations. Our results show that personality traits directly affect subjective wellbeing, even after controlling for most of its well-known demographic determinants. In the case of emerging adults demographic variables (gender, and residence) emerged as insignificant, but the SWB of middle aged adults is influenced by gender and residence, but these factors become insignificant when personality traits were entered which was cleared by the hierarchical regression. This finding suggested that personality traits can help to explain major variance in subjective wellbeing.

Finally, the current findings are showing coherence with the previous studies (see literature), and so far, it helps to build up the external validity of the renowned linkage of personality and subjective wellbeing. These results have added more data into Indian context and provided indications that personality determine the perception and the interpretation of perceived information about both groups equally that ultimately influences the evaluation of whole life. This study is concerning the specific influence of personality traits in the subjective wellbeing and it aimed to explore that Is age-related differential effect of personality traits influences SWB across age groups? As far as personality traits are concerned, neuroticism, extraversion, intellect, and consciousness trait were significantly related to SWB without differential effects across age groups. Inclusively, finding of this study is consistent with the previous studies that provide strengthen the external validity to the well-established relations of personality and subjective wellbeing (Schimmack et al. 2002; Steel et al., 2008; Grant et al. 2009). The top-down model posits that life circumstances have a feeble influence on happiness because one's personality strongly influences how people perceives the world (Judge & Watanabe, 1993; Saris, 2001). It is

also confirmed that Stability in subjective wellbeing over a period of time is substantial, depending on personality.

The uniqueness of different traits including Extraversion, Agreeableness, Conscientiousness, Neuroticism, and Intellect is enough potential to determine adult's wellbeing and happiness. The basic characteristic of these traits has an influence on individual's happiness. It was found in different studies that extroverted people having big friend circle, tend to seek out opportunities for social interaction, where they are often the "life of the party" and sex partners and hold leadership positions in groups that made them happier. The agreeable individuals are most likely to perform better in the adverse condition. They tend to be well-liked, respected, and sensitive to the needs of others, affectionate to their friends and loved ones, as well as sympathetic to the plights of a stranger (Lebowitz, 2016a) and less likely to have interpersonal problems. Same as in conscientiousness trait, Soldz and Vaillant (1999) found that it has positive linkage with adjustment to life's challenges and the matured defensive responses have seen. People who score high on this trait usually foresee the future hurdles of life and make ready to themselves to control that obstacle; that caused to reduces the probability of substance consumption, pleasure-seeking activities and psychotic problems. Consistent with above-mentioned traits, Intellect people are most likely to try new things, to be vulnerable, and the ability to think outside the box creating unique work and home environments and see obstacles as a challenge. An intellect individual love to learn new things, enjoys the arts, engages in a creative career or hobby, and likes meeting new people (Lebowitz, 2016a). So far these hallmarks of the positive traits of personality are seen as positive antecedents of happiness. Whereas, neurotic people are more likely to be burnt out and less likely to feel committed to the group. Overall, high neuroticism is related to added difficulties in life, including addiction, poor job performance, and unhealthy adjustment to life's changes and these people rate them less happy and satisfied with life.

#### **4.13 MEDIATING ROLE OF PERSONALITY IN TP-SWB RELATIONS**

In an effort to uncover the mechanism underlying the association of time perspective, personality and subjective wellbeing, based on the appropriate theoretical framework and literature review, personality was tested for its mediation effects on both samples. Previous research has focused on investigating the relationships between personality traits and subjective

wellbeing (DeNeve & Cooper, 1998; Diener & Lucas, 1999; Steel et al., 2008) or time perspectives and subjective wellbeing (Boniwell et al., 2010; Zhang et al., 2010). But personality factors were never checked as mediators for the relation of time perspective and subjective wellbeing role, because personality is one of the most fundamental mechanisms, regulating person's functioning in the environment (Kairys, 2015).

The results of this study provide full support for the hypothesis (H4), where personality was proposed as a mediator of the relationship between time perspective and subjective wellbeing. This study found that personality functioned as a partial mediator for emerging adults while fully mediate the proposed association of TP and SWB for middle adults (Table 4.10 and 4.11). The study found that traits and TP were both significantly associated with SWB and with each other also. Confirmed by regression models that demonstrated the contribution of time perspectives and personality traits are explaining a substantial amount of variance in subjective wellbeing in both cases (emerging and middle adulthood), even after controlling for demographic variables. This finding supported that the personality influences the role of TP in the evaluation of emerging middle adults' happiness.

Researcher assumed that the paths from time perspectives to SWB in mediation model were largely mediated by personality traits. Therefore, time perspective components were found to influence adults 'personality and adults' personality traits were found to affect their subjective wellbeing. Further, personality traits were found to account for the relationship between time perspective and subjective wellbeing in part. This indicates the direct as well as the indirect influence of time perspective on adults' experience of subjective wellbeing. More importantly, mediation models demonstrated that the paths from past positive, past negative, present hedonism, present fatalistic and future time perspective to subjective wellbeing were largely mediated by personality traits.

There are evidences in literature which stamps the linkage of time perspective and personality traits (Adams & Nettle 2009; Dunkel & Weber 2010; Kairys 2010b; Zhang & Howell 2011; Zimbardo & Boyd 1999). It is clear with the findings that FTP is positively associated with extroversion, agreeableness, conscientiousness, and intellect; PFTP negatively with extroversion, agreeableness, conscientiousness, and intellect and positively with neuroticism; PHTP is positively linked with extraversion, openness, and conscientiousness. Same as PPTP has a

positive correlation with extroversion, agreeableness, conscientiousness, and intellect; PNTTP showed positive relation to neuroticism, and negatively to extroversion, agreeableness, conscientiousness, and intellect.

So, clear with the above-mentioned discussions and findings that personality is an important mechanism that works in interpreting the life situation and developing the perception of that situations in the light of cognitive and emotional framework of psychosocial experiences. In the below discussion researcher is explaining the mechanism how a personality with different traits; mediates the association of proposed relation of TP and SWB.

PPTP time-oriented people, have an increased tendency to have warmth, altruism, good social relation and positive affect. Such people are more satisfied in their lives because they are extroverts, hold a sentimental, and not a pessimistic, view of the past while focusing on the appropriate pleasures in the present (positively linked with extraversion, openness, and conscientiousness) a lower tendency to have tormented remembrance of the past (decreased neuroticism) tend to achieve more happiness with life. While, PN oriented people tend to retrieve negative experiences which influence their mood and affect and make them more susceptible for stress, less competent and less achievement need (positively associated with neuroticism) which ultimately led to low level of SWB. In this way, result advised that neurotics are always dissatisfied with their lives because of their overwhelmingly negative view of the past. PF oriented individuals are less confident, show inability to control their behavior, and are, distractible, and vulnerable to procrastinate (low on conscientiousness trait) are dissatisfied with life and experience negative emotions (low level of SWB). PH oriented individuals are enthusiastic, energetic, pleasure and excitement seekers, lively, unworried about consequences of their act, tendency to engage in new actions, impulsiveness and lower deliberation (high score on of extroversion, and agreeableness) that leads them to achieve joy, stimulation, and happiness and to experience of high level of SWB. Same as FTP people usually manage their behavior, confident, well-organized, tidy, and planned (high on conscientiousness trait) to prevent interference from challenging stimuli, illogical thoughts or demands on attention, and reflexive and automatic behavior an experience high level of SWB. Findings of this study suggested that time perspective may often influence psychological functioning indirectly with traits. Various authors state that “fundamental psychological process (Luyckx et al. 2010, p. 243), subjective

experience (Boniwell & Zimbardo 2004, p. 8), dispositional characteristic which influences individual choices, actions, and decisions” (Luyckx et al. 2010, p. 240). All these are the functions of the personality construct.

Moreover, results demonstrate the critical role of time perspectives components in influencing adults’ personality traits in a unique manner that determine how a person perceives their environment. Corroborating with the fact that time perspective serves as a monitoring system for adults to make sense of and to define the psychological meaning of their work context, this study verifies the major influence of time perspective on adults’ cognitive and affect evaluation or judgment about their life situation. This reflects that time perspective in adult's life has the strategic potential to influence the quality of decision, perception, experience, interpretations and mood regulations of different age groups. Time perspective components such as PP, PN, PF, PH and F influence sense of personal wellbeing



## CHAPTER V

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### CONCLUSION

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This chapter begins with the highlights of the study. Thenceforth, it lists the contributions produced by this research work. The chapter then discusses the significance of the results of the hypotheses tested in their implications for organizations. This is followed by the limitations of the study. The recommendations for future research are made in the concluding section.

#### 5.1 CONCLUSION

SWB indicates the extent to which an individual think and feels that their life is going well (Lucas & Donnellan, 2007). SWB is the most desirable outcome by people from around the world (Diener, 2000), so the psychologists are looking forward to shortlisting the factors that can encourage high levels of wellbeing. Documentation of many studies based on subjective wellbeing now advised that high SWB causing vital life outcomes, including physical and mental wellness and long life, fruitful social and personal relationships, less cases of turnover and productivity (De Neve, Diener, Tay, & Xuereb, 2013; Diener, Kanazawa, Suh, & Oishi, 2015).

Summing up, the results of this study highlight that one's time perspective (PPTP, PHTP, and FTP) through personality traits (E, C, A, and I) leads to increased positive wellbeing. In contrast, PNTP and PFTP, as indicated by high levels of neuroticism, is associated with decreased wellbeing. For achieving more certainty in the association of these variables through generational perspective, additional longitudinal researches in the Indian context is required. The gained data sheds additional light on the association of time perspective and subjective wellbeing. It seems to be that the patterns ZTPI scale to help to the future researchers to distinguish individuals based on their time orientation and predict wellbeing. This study also attempts to investigate the role of personality in chalking out the relation between time perspectives and SWB. The current study demonstrates that the relation between time perspective and SWB can, quite significantly, be explained by individual differences in personality. As a result, while TP dimensions are strongly associated with SWB, we suggest that

at least some, if not most, of the association between time perspective and their SWB, may be due to how they relate their mental categories of personal and social experiences to personality.

Wellbeing is supposed to be the ultimate aim of welfare policies of the government and what individuals strive for. In the current context of rapidly changing societies. Though the notion of wellbeing is perceived differently across age groups and it recommends a particularly stimulating research agenda pertinent not only to policymakers but to all sections of society. Despite the fact that not much has been written about the relation of generational differences and wellbeing. It is a burgeoning and debatable issue among scholars and all have been making efforts to recognize patterns of wellbeing across the generations. Current reviews of SWB literature in years have provided some unclear and contradictory conclusions, and none has been more confusing than the generation-SWB relation. Some researchers have found a negative relationship between these variables, where the young were found to be happier than the older people (Montepare & Lachman, 1989), while some others found to have a positive relation (e.g., Kutner et al., 1956, Horley & Lavery, 1994).

## **5.2 CONTRIBUTION OF THE STUDY**

Time perspective, personality, and generational differences in literature are relatively new and expanding areas of research. The present work developed a more unambiguous understanding in the field of subjective wellbeing in the Indian context by using top-down and bottom-up approaches, including relatively stable personal characteristic (personality) and the psychosocial construct (TP) on two generational groups that has till now being touted as a dry area for study and has for long been limited to the premises of wellbeing studies in the Indian population. Additionally, these areas have considerable amounts of literature coming from different cultural setups, different population, different sectors, especially health and organizational setting, but are lacking in comparative studies and Indian cultural setting in similar proportions. Therefore, this study contributes by quantitatively exploring similarities and differences among emerging adults and middle adults on subjective wellbeing that is predicted by time perspective and personality of each generation.

SWB is an essential aspect of good life and in ultimately creating a good society because it is tough to visualize that a dissatisfied and depressed culture would be noted as an ideal in any

society. By understanding the differences and similarities between generational groups. It is advised to the educationists, human resource professionals, psychologists, and families can develop better ways to interact with them in the process to making policies, and methods, which aids in improving satisfaction, better decision-making ability, commitment, and retention and so on. It is important, especially for any educational institute or organization to first develop a time perspective and personality profile of the individuals so that assessment of adjustment, perception, and psychological state and health of the students can be made. Understanding differences between generations at different life domain is a useful first step in meeting diverse adults' needs. It is important to continue the examination of generations in the different areas including relationships, college, workplace, families, and society. Furthermore, it is also important here to acknowledge commonalities between adults of different ages and experience. This knowledge can be applied to managerial practices so that communication and understanding can be enhanced. Society, organizations, family, teachers, and policymakers who understand the deeper generational differences will be doing well in the long run as they manage their young and middle-aged people. In this way, it is also helpful in finding ways to accommodate differences in some cases and exert constructive counter pressure in others because one is the future and the other is the presence of any nation, society or culture.

To our knowledge, this study represents the first attempt so far to investigate the associations between personality traits, time perspective, and SWB from a lifespan developmental perspective including members of different age groups in the analyses.

As such, our results contribute to and complement the previous studies and provide information regarding precursor of happiness and wellbeing of Indian adults. It also clears the ground for further longitudinal research on antecedents of SWB, with special attention paid to developmental trajectories and time orientation across the lifespan. Additionally, the obtained data sheds fruitful light upon the relationship between time perspective, personality and wellbeing. It appears that individual's scores on ZTPI scale and the personality traits allow us to distinguish between individuals with higher and lower wellbeing better than only time perspective scores (Boniwell et al. BTP). Results of this study allow future researchers to empirically validate the importance of temporality in the study of subjective wellbeing in India. Notably, this topic extensively discussed and investigated at an international level, permits us to

set a standard in terms of installing, at a local level, a field of reflection and study that could offer new perspectives of analysis concerning these psychological constructs. Delving further into the subject, more data and different methods are crucial to advance this field and to be able to offer more robust means to achieve empirical measures of these results.

### **5.3 LIMITATIONS AND FUTURE DIRECTIONS**

Like all other studies, this research also has some limitations that must be taken into consideration for future studies. When evaluating the generalizability of the existing results, the chance must be held up in mind. Such as, the number of participants in both groups was not large enough to capture all the variation in the characteristics of interest. Consequently, the present results are not accurate enough to be replicated in other studies. Furthermore, in the present study, we did not consider the possible causality from wellbeing to time perspective and personality traits. Changes in satisfaction with work and relationships in adulthood also induce changes in the traits (neuroticism, extraversion, and openness) (Scollon & Diener, 2006; Kokko, Tovanen & Pulkkinen, 2013) and time perspective Piaget (1955, 1977). Furthermore, it would be important for future studies to analyze the facets of the time perspective and the traits to obtain a more detailed information about when a certain time perspective and trait might be successful and less successful in terms of wellbeing. To our knowledge, the current study represents the first move so far to inspect the linkage between time perspective, traits, and SWB from a generational and developmental perspective including members of two age cohorts the examination. In this note, our findings contribute to and compliment to the present research. Simultaneously, it also provides the first evidence for Indian population to clear the ground for further longitudinal research on antecedents of SWB, with special attention paid to developmental trajectories across the lifespan. Despite these widely replicated relations, the mechanism underlying between time perspective and subjective wellbeing is still an open question.

Cross-sectional design did not make it possible to fix whether differences in subjective wellbeing between groups were associated with life stage or genuinely it is the effect of generational difference. So, in that way, to separate the effects of generation, age and other variables on subjective wellbeing, longitudinal research is needed because the true generational differences can only be ascertained by studying groups over a period of time. As SWB is an

ongoing experience of happiness and satisfaction, and longitudinal studies allow researchers to track the changes in the experience of SWB over time. The use of snowball sampling technique of non-probability sampling method was also a major limitation of this study. The major reason of using it was to obtain a larger and more diverse sample than could likely have been accessed at one or two specific data collection sites, though the resulting sample was not as diverse as had been initially expected. Especially the middle-aged participants hailed from the Uttar Pradesh region only. The lack of diversity could have resulted from the initial methods used to contact some of the potential respondents. The researcher's own professional and personal network was accessed, which consisted of people mostly working in government sectors, while the emerging adults belonged solely to the academic setting. This also could have resulted in participants with an atypical educational background. Potential participants contacted were asked to send the survey on to their own family, friends, and colleagues with the intention of further increasing the diversity of potential participants. It is possible that the individuals who forwarded the survey also had similar networks. Even though other networks were leveraged, such as friends and family, the sampling method did not ultimately result in a demographically diverse sample. However, participant responses indicated that a wide variety of industries were represented in the study sample. The lack of diversity could adversely impact the generalizability of the findings. Therefore, these results should be evaluated in the context of the current homogeneous sample. Additional research deliberately sampling for a more diverse population could be conducted to see whether similar results are found with respect to a more heterogeneous sample. The data were cross-sectional in nature, and this restriction hampers the inference of causality. At the least, a longitudinal design is essential to infer any causality that may exist among these study constructs. The sample was heavily constituted by male counterparts, so we do not have enough information about female counterparts, so further we also check the gender differences. More scientific investigation on age-related differential effects of personality traits and time perspective on SWB across the lifespan are needed in the Indian cultural context.

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## APPENDIX

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### INSTRUMENT FOR DATA COLLECTION

Thanks for being willing to take time to fill this questionnaire. The information provided here will be kept confidential and will only be used for academic purposes. Please be open and honest in your responses.

#### Personal Information

<b>Name.....</b>	<b>Place of residence(Rural/Urban) .....</b>
<b>Age.....</b>	<b>Occupation.....</b>
<b>Gender.....</b>	<b>Marital Status.....</b>
<b>Educational Qualification (UG, PG, Ph.D.) .....</b>	



**SECTIONS: 1 PERSONALITY**

Directions: Read each item carefully. Using the 5-point scale shown below, please select the number to indicate how characteristic each statement is of you in the blank provided.

<b>Circle the number in the appropriate column</b>	<b>1</b> <b>Very Inaccurate</b>	<b>2</b> <b>Moderately Inaccurate</b>	<b>3</b> <b>Neither Inaccurate nor Accurate</b>	<b>4</b> <b>Moderately Accurate</b>	<b>5</b> <b>Very Accurate</b>
1. Am the life of the party					
2. Sympathize with others' s feelings					
3. Get chores done right away					
4. Have frequent mood swings					
5. Have a vivid imagination					
6. Don't talk a lot					
7. Am not interested in other people's problems					
8. Often forget to put things back in their proper place					
9. Am relaxed most of the time					
10. Am not interested in abstract ideas					
11. Talk to a lot of different people at parties					
12. Feel other's emotions					
13. Like order					
14. Get upset easily					

15. Have Difficulty understanding abstract ideas					
16. Keep in the background					
17. Am not really interested in others					
18. Make a mess of things					
19. Seldom feel blue					
20. Do not have a good imagination					

**SECTIONS: 2 TIME PERSPECTIVE**

Directions: Read each item carefully. Using the 5-point scale shown below, please select the number to indicate how characteristic each statement is of you in the blank provided.

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>			
<b>Very uncharacteristic</b>	<b>Uncharacteristic</b>	<b>Neutral</b>	<b>Characteristic</b>	<b>Very Characteristic</b>			
<b>Circle the number in the appropriate column</b>			1	2	3	4	5
1. I believe that getting together with one's friend to party is one of life's important pleasures							
2. Familiar childhood, sights, sounds, smell often bring back a flood of wonderful memories.							
3. Fate determines muck in my life							
4. I often think of what I should have done differently in my life.							
5. My decisions are mostly influenced by people and things around me.							
6. I believe that a person day should be planned ahead each morning.							
7. It gives me pleasure to think about my past.							
8. I do things impulsively.							
9. If things don't get done on time, I don't worry about it.							
10. When I want to achieve something, I set goals and consider specific means for reaching those goals.							
11. On balance, there is much more good to recall than bad in the past.							
12. When listening to my favorite music, I often lose track of time							

13. Meeting tomorrow's deadlines and doing other necessary work comes before tonight's play.					
14. Since whatever will be, it doesn't really matter, what I do.					
15. I enjoy stories about how things used to be in the "good old time".					
16. Painful past experiences keep being replayed in my mind.					
17. I try to live my life as fully as possible, one day at a time.					
18. It upsets me to be late for appointment.					
19. Ideally, I would live each day as if it were my last.					
20. Happy memories of good times spring readily to mind.					
21. I meet, my obligations to friends and authorities on time.					
22. I have taken my share of abuse and rejection in the past.					
23. I make decisions on the spur of the moment.					
24. I take each day as it is rather than try to plan it out.					
25. The past has too many unpleasant memories that I prefer not to think about.					
26. It is important to put excitement in my life.					
27. I've made mistakes in the past that I wish I could undo.					
28. I feel that is more important to enjoy what you're doing than to get work done on time.					
29. I get nostalgic about my childhood.					
30. Before making a decision, I weigh the cost against the benefits.					
31. Taking risks keep my life from becoming boring.					
32. It's more important for me to enjoy life's journey than to focus only on the destination.					
33. Things rarely work out as I expected					
34. It's hard for me to forget unpleasant images of my youth					
35. It takes joy out of the process and flow of my activities if I have to think about goals.					

36. Even when I am enjoying the present, I am drawn back to comparisons with similar past					
37. You can't really plan for the future because things change so much.					
38. My life path is controlled by force, I cannot influence					
39. It doesn't make sense to worry about the future, since there is nothing I can do about it					
40. I complete projects on time by making steady progress.					
41. I find myself tuning out when family members talk about the way things used to be					
42. I take risks to put excitement in my life					
43. I make lists of things to do					
44. I often follow my heart more than my head					
45. I am able to resist temptations when I know that there is work to be done					
46. I find myself getting swept up in the excitement of the moment					
47. Life today is too complicated; I would prefer the simpler life of the past					
48. I prefer friends who are spontaneous rather than predictable.					
49. I like family rituals and traditions that are regularly repeated					
50. I think about the bad things that have happened to me in the past					
51. I keep working at difficult, uninteresting tasks if they will help me get ahead					
52. Spending what I earn on pleasure today is better than saving for tomorrow's security					
53. Often luck pays off better than hard work					
54. I think about the good things that I have missed out on in my life.					
55. I like my close relationships to be passionate.					
56. There will always be time to catch up on my work.					

### SECTION-3 SATISFACTION WITH LIFE SCALE

Directions: Given below are few statements that you may agree or disagree. Please rate the degree to which you agree with each of the given statements, on the given 7point scale where 1=strongly disagree and 7= strongly agree.

<b>Circle the number in the appropriate column</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	<b>Strongly disagree</b>						<b>Strongly agree</b>
In most ways my life is close to idea.							
The conditions of my life are excellent.							
I am satisfied with my life.							
So far, I have gotten the things I want in the life.							
If I could live my life over I would change almost nothing.							

## SECTION -4 POSITIVE AFFECT AND NEGATIVE AFFECT SCALE

Directions: This scale consists of a number of words that describe different feelings and emotions. Read each item and then list the number from the scale below next to each word. Indicate to what extent you feel this way right now, that is, at the present moment OR indicate the extent you have felt this way over the past week (circle the instructions you followed when taking this measure): -

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
<b>Very Slightly or Not at all</b>	<b>A Little</b>	<b>Moderately</b>	<b>Quite a Bit</b>	<b>Extremely</b>
Interested		Irritable		
Distressed		Alert		
Excited		Ashamed		
Proud		Inspired		
Upset		Nervous		
Strong		Determined		
Guilty		Attentive		
Scared		Jester		
Hostile		Active		
Enthusiastic		Afraid		