Mediating role of Emotional Stability and Self-Esteem between Mindfulness and Psychological Wellbeing

[1]Taj ul Ayesha ,[2]*Waqar Akbar ,[3]Sadia Shaikh

ABSTRACT--Mindfulness and Psychological Wellbeing has received a positive amount of importance in contemporary literature. The present study examines the mediating role of self-esteem and emotional stability on the relationship between Mindfulness and Psychological wellbeing. Respondents' data on self-esteem and psychological wellbeing was also measured on five point item scale. Similarly, mindfulness was measured on 15 item scales, whereas emotional stability was measured on ten item personality inventory. 312 salesperson working in retail stores in Pakistan participated in the study by filling the self-administrated questionnaire. Partial least square structural modeling (PLS-SEM) technique was applied to analyze the data. The results of the study reveal self-esteem is a significant mediating variable between Mindfulness and Psychological Wellbeing. However, emotional stability was found statistically insignificant. The results provide the useful insights for policy makers and Organizational behavior practitioners to craft a workplace policy and support the HR Department to design appropriate trainings for the employees. Avenues for Future studies are also suggested.

Keywords-- Mindfulness, Psychological Wellbeing, Emotional Stability, Self-esteem.

I.   INTRODUCTION

The term Psychological wellbeing relates to health (mental and physical) and how the human condition can be improved. In previous researches, Psychological Wellbeing has received minimal or less attention as compared to what it deserved (Ryff, 2014). In erarlier researcher, there was a model for Psychological Wellbeing which was put forward by Ryff in order to address the neglected area of how a positive human can function (Hanson, Trolian, Paulsen, & Pascarella, 2016; Ryff, 2014). The prior study mainly focused on how an individual move towards a positive mindset which also included health (Ryff, 2014). The field of psychological and mental wellbeing has been discussed and argued in the development phase of "positive psychology", it exists, but people are unaware and do not have much knowledge of their mental state and condition. Therefore, according Breitbart et al. (2015) there are multiple ways in which, distress can affect an individual, ranging from depression and hopelessness to loss of psychological wellbeing. In the context of Psychological wellbeing, there are some dimensions which have been highlighted which include purpose of life, personal growth and self-acceptance which refers to when an individual is doing well psychologically and is considered to be fit. According to Hanson et al. (2016) positive life and health outcomes which include purpose, happiness and satisfaction are associated with high levels of

[1] Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology, Karachi

[2]   *Shaheed Zulfiqar Ali Bhutto Institute of Science & Technology, Karachi, waqar.akbar@szabist.edu.pk

[3] Department of Business Administration, Greenwich University Karachi, Pakistan

Psychological wellbeing. Mindfulness and Psychological wellbeing have consistently found to correlate in number of studies, both have been combined in various studies by different people (Eberth & Sedlmeier, 2012) and rarely been separated or moved in a different direction. According to Hanley, Warner, and Garland (2015), a better clarification is required in terms of the relationship between Mindfulness and Psychological Wellbeing in order to pay more attention to the differing practices and types so that it can have an outcome. According to Brown and Kasser (2005), when an individual is mindful, he/she perceives internal and external realities openly and without any distortions, the person is particularly out of the context as to what others are saying. Research has also indicated that individuals who are mindful have higher personal wellbeing and strive better.

1.1 Research Contribution:

The present study examine the mediating role of Emotional Stability and Self-esteem between Mindfulness and Psychological Wellbeing. In order to be psychologically fit and away from the external thoughts, it is crucial that an individual is mindful, emotionally stable and has self-esteem of his/her own. The study provide the empirical support to move forward with this research as to how an individual can succeed towards Psychological wellbeing. This study has been extended the previous work conducted by Bajaj et al., (2018). However, the present study has measured psychological wellbeing as an outcome variable of mindfulness so that we can further look in to the relationship between these variables and how they work when it comes to the employees working as salesperson (Mick, 2006).

AI. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

2.1 Mindfulness:

Mindfulness is a skill/ability which means bringing an individual to one's attention considering the current feelings, emotions and thoughts. Mindfulness does not require any training to an individual's personality. However, it occurs naturally in individuals without having any in-depth background towards it (Niemiec et al., 2010). It has also been noticed to reflect in individuals on a temporary basis. Mindfulness is considered to be an effective and helpful way in managing emotions and having a control over them (Quinn, 2017). According to Brown, Ryan, and Creswell (2007), the two sectors called contemporary clinic and social psychology has an important element of Mindfulness and has given quite a considerate amount of importance to it considering the direct benefits relating to behavioral regulation and the psychological health of an individual. However, this article also discussed about the self-determination theory which suggested that healthy self-regulation comes from Mindfulness and it is the most crucial element (Niemiec et al., 2010).

2.2 Psychological Wellbeing:

According to Joo, Park, and Lim (2016), Psychological wellbeing is one of the basic elements which focuses on positive emotions and positive psychology as well as human resources and organizational behavior. Happy employees are considered to be an employer's asset, if an employee is happy at work it will lead to motivation, less turnover and less absenteeism (Diener and Biswas-Diener, 2008). A study by (Fredrickson, Cohn, Coffey, Pek & Finkel, 2008) also suggested that meditation is directly related to enhancing the happiness and it certainly leads to better psychological health which means reducing the depression symptoms. The main reason of the article was to test the meaning centered group psychotherapy which is also known as (MCGP) where depression and distress can be reduced and move towards the psychological wellbeing in patients and contribute to terminate the disease like cancer (Breitbart et al., 2015). The study found how the patients going through cancer need to

have a meaning of life or psychological wellbeing and move towards positivity in order to be fit from all sorts of diseases. The participants in both the groups showed a few beneficial and effective changes for the patients who were receiving MCGP compared with those receiving SGP. The study also reflected that the participants who attended the session had a strong impact and positivity in their personality.

2.3 Mindfulness and Psychological Wellbeing:

There is a positive relationship between Mindfulness and Psychological wellbeing which has been reflected to a great extent in many researches. However, it is not fully understandable while talking about the self-determination theory (Ryan & Deci, 2000). Researches have also predicted that psychological wellbeing is a unique element towards an individual's life quality (Ryff & Keyes, 1995). Ryff's work has identified the six dimensions of wellbeing which are autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self-acceptance. All of these six dimensions play a vital role in shaping an individual's peace of mind. There are many health outcomes like happiness, satisfaction and purpose which are associated with high levels of Psychological wellbeing. Ryan, Huta, and Deci (2008) stated in their research about the three concepts which are Mindfulness, wellbeing and needs fulfillment; he further suggested that psychological needs can only be fulfilled if an individual is Mindful. If an individual is fully engaged towards a certain task, he can concentrate and enjoy the work without worrying about what the outcome or what the result will be. Here, the element of concentration leads to better performance

.

2.4 Self-Esteem:

Self-Esteem is of two kinds, high and low. The low self-esteem according to the vulnerability model states that it is a factor of depression. A lot of theories have also mentioned in their studies that low self-esteem is the depressive orders that an individual will face (Abramson, Seligman, & Teasdale, 1978; Beck, 1967). This occurs usually because of the stressful life events that might have occurred in the past which lead to low self-esteem and depression (Orth, Robins, & Meier, 2009). Previously, it has also been stated that low self-esteem might lead to depression according to the vulnerability model. On the contrary, self-esteem is described as being self-respected and self-acceptance. However, high self-esteem does not mean that an individual is superior to another individual (Rosenberg, 2015). According to Tracy, Cheng, Robins, and Trzesniewski (2009), high self-esteem also reflects a better mental health in an individual. However, to move the research forward if we conclude high -self-esteem individuals have low risk of running in to depression than to the ones with low self-esteem.

2.5 Mindfulness, Self-esteem and P.W.B:

Mindfulness is positively associated with self-esteem and psychological wellbeing of an individual (Brown & Ryan, 2003). Previous studies have also highlighted that Mindfulness is directly linked with to a greater extent with self-esteem (Rasmussen & Pidgeon, 2011). Since Mindfulness is a factor that keeps away the unhealthy

thoughts and environment from one person (Ryan & Deci, 2001) where an individual's sense of worth matters and they have consent over how things are proceeding which is also directly related to a lot of positive psychological outcomes where the emotions are also concerned(Leary & MacDonald, 2003). It has also indicated in a research that Mindfulness has been contributing to the self-esteem and sense of worth of an individual where he/she is not affected by external sources (Brown & Ryan, 2003; Rasmussen & Pidgeon, 2011). However it has also been reflected that the wellbeing of an individual is contributed by self-esteem, where the state of psychological wellbeing is motivated and willing to work (Kong, Zhao, & You, 2013). If this is the case then Mindfulness will have higher levels of sense of worth (Self-esteem) which will result in increased level of wellbeing.

2.6 Emotional Stability:

The term Emotional Stability lies under the Big five Model of Personality consisting of agreeableness, consciousness, agreeableness, and extraversion, openness to experience and finally emotional stability which is our main focus (Barrick & Mount, 1991; Barrick, Mount, & Judge, 2001). Emotional stability can also be defined as the tendency an individual has to stay calm in different situations (Eysenck, 1990). It has also been described in the literature that Emotional stability can be to an extent where people try and remain calm and steady even when in pressure and they also feel less likely to be depress, have anxiety or lose of track (Costa Jr & McCrae, 1992). According to Celli and Rossi (2012), people having high emotional stability factor are considered to be relaxed, unenvious, unemotional and unexcitable which means that the problems that they might face go through a smooth phase while dealing them. Whereas, candidates who have low emotional stability are considered to be anxious, moody, temperamental, fretful and jealous. Emotional stability will make an individual happy in what the current existent situation and they will adjust according to the current life.

2.7 Mindfulness, Emotional Stability and Psychological Wellbeing:

An employee can be psychologically fit and have a level of improvement in his/her wellbeing because it is related to the variables of personality which include emotional stability. The study has also reflected that the employees thoroughly enjoyed the training on Mindfulness and will think of it in the long-term in future in order to achieve psychological wellbeing (Huppert & Johnson, 2010). However, there are many personality traits that can be focused on increasing the level of self-esteem and confidence, some of them might also include emotional skills and an increase in the resilience. High level of emotional stability is also linked and associated with the psychological measures which are mindfulness and wellbeing of an individual. However, the study has also indicated that for an individual's peace of mind and in order to be psychologically fit, improvements shall take place. Emotional stability can is a major mediating variable for an individual's wellbeing and Mindfulness.

According to Bajaj, Gupta & Sengupta (2018), the two variables which are mindfulness and self-esteem have been mediated by the factor of emotional stability. This research has also shed the light on the factor of Mindfulness and how emotional stability and self-esteem affects it on Mindfulness. Antecedent studies have reflected that self-esteem and emotional stability which is also one of the components of personality that these two factors are related (Wagner, Lüdtke, Jonkmann, & Trautwein, 2013), however, there has been a very little research done in enhancing Psychological wellbeing, but none has reflected the significant impact on Psychological wellbeing and there lies a gap as to how the mediating factor can enhance an individual's psychological wellbeing. An individual having an attitude towards positivity and being non-judgmental towards the external surroundings that are also experiencing painful situations are less likely to be bullied and repellent. Hanley (2016) has also mentioned in his research that mindfulness has a greater element on emotional stability by considering ones ideas, beliefs and behaviors. Tayler et al (2011) has also suggested that Mindful exercises will bring the positive aspect of the personality and will hinder and neglect all the negative

thoughts from an individual's mind and it will also lead to higher increase in an individual's emotional stability which will eventually result in higher levels of an individual to be psychologically fit and wellbeing. Mindfulness also helps control the emotional aspects and situations where an individual will first think of the situation on a broader perspective and then act accordingly.

2.8 Research Model:

The framework in figure 1 is based on the earlier model developed by (Bajaj et al., 2018) where the three variables were Mindfulness being the independent variable, Emotional Stability and self-esteem being the mediating variables with the dependent variable of Happiness. However, in this study we have chosen the dependent variable to be psychological wellbeing from another study (Klainin-Yobas et al., 2016) so that we can further look in to the relationship between these variables and how they work when it comes to the employees working as salesperson (Mick, 2006).
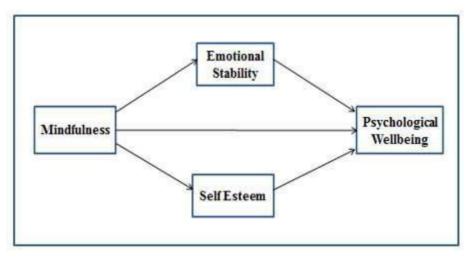

Figure 1: Conceptual Framework

BI.   METHODOLOGY

The present study aims to use Partial Least Square Structural Equation Modelling (PLS-SEM). The sample is determined on the basis of 'table for determining sample size' by Krejcie and Morgan (1970) using 95% of marginal error. The appropriate sample size which is considered in the researches is 312. For this study, PLS-SEM has been used to analyze the data by using SmartPLS 3 software (Ringle, Wende & Becker, 2014). While using PLS-SEM, results are to be presented in two part. The first part focuses on establishing the reliability and validity of the scales used in this study. The second part highlights the assessment of structural model (Hair Jr, Sarstedt, Hopkins & Kuppelwieser, 2014).

3.1 Demographic Profile

Majority of the respondents in this research are Males i.e. 61% whereas 39% of the total respondents are women. The education level of 30.1% is Intermediate, 5.8% is Matriculation, 48.7% is Bachelors, and 15.4% have master's level education of total respondents. (Table I)

Table 1: Demographics

Profile	Categories	Percent
Gender	Male	61.5
	Female	38.5
	Matric	5.8
	Inter	30.1
Education	Bachelor's	48.7
	Masters	15.4

3.2 Measurement of variables

Mindfulness: For the measure of Mindfulness, a 15 item scale has been used by (Brown & Ryan, 2003) on a a Likert scale ranging from "Strongly disagree" to "Strongly agree". (Chen, Wu, & Chang, 2017).

Emotional Stability: Ten Item Personality Inventory also known TIPI scale ranging from 1 = strongly disagree to 5= strongly agree has been adopted from (Gosling, Rentfrow, & Swann Jr, 2003).

Self-Esteem: Self-esteem was adopted by Rosenberg Self Esteem scale and consists of 10 item scale (Rosenberg, 2015) ranging from 1 = strongly disagree to 5= strongly agree.

Psychological Wellbeing: Psychological wellbeing variable was adopted by (Ryff, 2014) on a five point scale ranging from "Strongly disagree" to "Strongly agree".

IV. RESULTS

4.1 Measurement Model:

4.1.1 Convergent Reliability and Convergent Validity:

It is very crucial that the validity must be assessed and measured first hand for the measurement model before proceeding with further examination of the model or hypothesis testing. It particularly also includes the scales that are going to be used are reliable enough to proceed with the research. However, when we talk about the empirical studies, it is very essential that the construct validity is established because it is one of the important validities. Therefore, it is usually determined when the convergent validity and discriminant validity are tested. Convergent validity and discriminant validity are done while testing the construct validity. Convergent validity is measured when all the items in the construct are measured and shares a mutual relation (Kline at al., 2011). When Convergent Validity is measured, it ensures that all the items of the construct are synced and follows under the same theoretical direction. Regulating the reliability of the items of the scale that is being used to measure the construct, is said to be one of the ways to establish convergent validity. The items are considered satisfactory when all the items are loaded significantly on the respective constructs.

The Table 2 mentioned below shows the outer loadings of each item of the construct. As shown in the table below that all the items meets 0.60 as recommended by Nunnally & Bernstein (1967). However, it is also suggested by Bagozzi and Yi (1988), the loading threshold is 0.5 which means that all the items are loaded correct fully on the construct. Therefore 5 items of Mindfulness and 1 item of Self-esteem were dropped due to low loadings. Another essential measure to confirm the convergent validity is the composite reliability for each item of the research model. It identifies the internal consistency for each of the construct. In Table 2 all the constructs reliability is above 0.70. As stated by Chin (1998), Average Variance Extracted (AVE) measures the amount of variance that can be seized by the construct from its items in comparison to the amount resulting from measurement error. However, when a construct has high AVE it shows that items under that particular construct are seized by the same concept, therefore it helps in conformity of convergent validity of a construct. In order to reach the satisfactory stage of convergent validity, the value of AVE must be higher than 0.50 (Fornell 1982; Fornell & Larcker 1981).

Table 2: Factor loadings, composite reliability, and convergent validity

Construct	Item	Loading	CR	AVE
Emotional Stability	ES1	0.909	0.910	0.836
	ES2	0.92		
Psychological Wellbeing	PWB 1	0.888	0.901	0.608
	PWB 2	0.854		
	PWB 3	0.886		
	PWB 4	0.752		
	PWB 5	0.704		
	PWB 6	0.535		
Mindfulness	M1	0.707	0.908	0.523
	M2	0.751		
	M3	0.732		
	M4	0.719		
	M5	0.72		
	M6	0.713		
	M7	0.635		
	M8	0.771		
	M9	0.752		
	M10	0.752		
Self-esteem	SE1	0.765	0.892	0.510
	SE2	0.707		
	SE3	0.808		
	SE4	0.717		
	SE5	0.635		

SE6	0.638
SE7	0.723
SE8	0.703

Discriminant Validity assesses the discrimination between the items of constructs. It is essential to measure because the items for each construct are said to measure a different concept. As stated by Gefen et al. 2000), the value of discriminant validity is satisfactory, the loadings for each item shall be higher as compared to its loadings on the other constructs. It must be established to ensure that items on a construct are measuring only that particular construct where it belongs. Therefore, for this study, the results are satisfactory because all the loadings are highest on their own construct. Fornell-Larcker Criterion identifies that to which extend the construct is different from the other constructs in the model. The sub factors must be diverse as compared to other construct. The below mentioned **table 3** highlights that the diagonal line of standards covering the AVE square root and construct correlations. Therefore, Discriminant validity is said to be significant when checking the diagonal line standards which are greater related to the columns and rows as recommended by Fornell and Larcker (1981).

Table 3: Discriminant Validity: Fornell-Larcker Criterion

Construct	Emotional Stability	Mindfulness	Psychological Wellbeing	Self-esteem
Emotional Stability	**0.914**			
Mindfulness	0.578	**0.723**		
Psychological Wellbeing	0.505	0.765	**0.78**	
Self-esteem	0.62	0.574	0.559	**0.714**

4.2 Structural Model:

The Figure 2 below shows the relationship between each of the variable and further explains whether it is being supported or not by considering the T-Values. Also adding bootstrapping which is at 5000 for the data analyses. If we see below the relationship between Emotional Stability and Psychological Wellbeing, the decision says that it is not supported because its T-value is 0.351. Independent Variable Mindfulness and mediating variable Emotional Stability having T-value of 12.41 is supported. The independent variable Mindfulness and Psychological Wellbeing having T-value of 14.73 is also supported. Independent variable Mindfulness and mediating variable Self-esteem is supported by T-value 9.41. Mediating variable Self-esteem and Dependent variable Psychological wellbeing is supported by T-value being 3.302. The complete relationship, Independent variable being Mindfulness , mediating variable being Emotional Stability and Dependent Variable being Psychological Wellbeing having the T-value of 0.346 is not supported. Last, but not the least, Independent Variable Mindfulness, Mediating variable Self-esteem and dependent variable Psychological Wellbeing which has the T-value of 2.917 is supported.
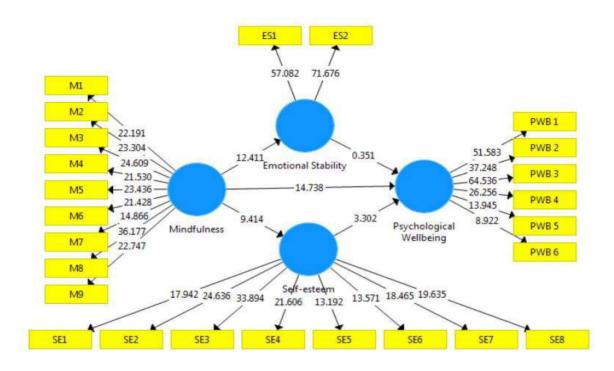
Figure 2: Structural Model

The below mentioned table reflects that Emotional Stability was found to be insignificant with the T-value of 0.351, whereas the other items of the construct were found significant because the T-value is more than 1.96

Table 4: Hypothesis Testing:

Hypothesis	Mean	SE	T Values	Results
Emotional Stability -> Psychological Wellbeing	0.021	0.061	0.351	Not Supported
Mindfulness -> Emotional Stability	0.578	0.047	12.411	Supported
Mindfulness -> Psychological Wellbeing	0.655	0.044	14.738	Supported
Mindfulness -> Self-esteem	0.574	0.061	9.414	Supported
Self-esteem -> Psychological Wellbeing	0.17	0.052	3.302	Supported

Table 5: Hypotheses Testing of Mediating Variables:

Hypothesis	Mean	SE	T Values	Results
Mindfulness -> Emotional Stability -> Psychological Wellbeing	0.012	0.036	0.346	Not Supported
Mindfulness -> Self-esteem -> Psychological Wellbeing	0.098	0.033	2.917	Supported

The above mention table 5 shows the mediating effect of Emotional Stability and Self-esteem between Mindfulness and Psychological Wellbeing. The one mediating variable Self-esteem is supported in the study which has a T-Value of 2.917 whereas; the other mediating variable which is Emotional Stability hasn't been supported because it holds the T-Value of 0.346.

V.   DISCUSSION

This present study was conducted in order to examine the mediating role of Emotional Stability and Self-esteem between Mindfulness and Psychological Wellbeing. It was found consistent with the prior studies (Klainin-Yobas et al., 2016) where Mindfulness was correlating with Psychological Wellbeing. However, there is little or no research which had been done on the mediating role of self-esteem between the independent and dependent variables (Bajaj, Gupta & Pande, 2016). Therefore, this present study shows self-esteem mediates the relationship between Mindfulness and Psychological Wellbeing, but has a negative impact of Emotional stability as its mediating variable. Emotional Stability does not mediate between Mindfulness and Psychological Wellbeing and is inconsistent with the previous research (Bajaj et al., 2018). The results of this study also suggest that salespersons who are Mindful are more likely to have Self-esteem which further contributes to Psychological Wellbeing. Employees who are Mindful will directly refrain from negative thoughts. However, Self-esteem alleviates the element of stress and also ensures that the individual feels confident and superior. Thus, the present study can be useful in order to enhance Psychological wellbeing by increasing Mindfulness and Self-esteem. The findings also suggest that self-esteem is a significant factor in order to increase Psychological wellbeing by avoiding all the negative thoughts and judgments

5.1 Managerial implications and recommendations:

The study has contributed to the literature when we talk about Psychological wellbeing in Pakistan. There can be multiple programs for employees in order to improve their Psychological wellbeing by sending them on trainings where the content of such programs shall be the focus on how you can make your employees more mindful by strengthening their self-esteem so that the end result is achieved which is to make the customers satisfied and also to benefit the mental health of the employees. This study was done on a cross section view, therefore in future; longitudinal research may be done which will show a different perspective of this study. The main focus of this study was sales person who were employed in Dolmen Mall in the service industry. However, future research may include different industry or sector like Education, banking, technology in order to have a diverse impact and also can test the hypothesis in different Malls of Pakistan or other countries

5.2 Limitations and future directions:

This study provides valuable contributions; however, there are some limitations. Firstly, the data collection instrument was the questionnaire survey which means that the results were only relied on the basis of the respondents and their responses. However, there could be biased responses filled by the respondents. Secondly, the data which has been collected is from Pakistan. There could be cultural constraints and future studies may be conducted for cultural validity. This research can also be conducted in different sectors as well to have better results of the research. Thirdly, we have included limited variables in this research. Future studies may incorporate moderating variables such as personality and self-efficacy.

REFERENCES

1. Abramson, L. Y., Seligman, M. E., & Teasdale, J. D. (1978). Learned helplessness in humans: Critique and reformulation. Journal of abnormal psychology, 87(1), 49.

2. Alarcón, D., Sánchez, J. A., & De Olavide, U. (2015). Assessing convergent and discriminant validity in the ADHD-R IV rating scale: User-written commands for Average Variance Extracted (AVE), Composite Reliability (CR), and Heterotrait-Monotrait ratio of correlations (HTMT). Paper presented at the Spanish STATA Meeting.

3. Anderson, L., Ostrom, A. L., Corus, C., Fisk, R. P., Gallan, A. S., Giraldo, M., . . . Rosenbaum, M. S. (2013). Transformative service research: An agenda for the future. Journal of Business Research, 66(8), 1203-1210.

4. Bagozzi, R. P., & Yi, Y. (1988). On the evaluation of structural equation models. Journal of the academy of marketing science, 16(1), 74-94002E

5. Bajaj, B., Gupta, R., & Pande, N. (2016). Self-esteem mediates the relationship between mindfulness and well-being. Personality and Individual Differences, 94, 96-100.

6. Bajaj, B., Gupta, R., & Sengupta, S. (2018). Emotional Stability and Self-Esteem as Mediators Between Mindfulness and Happiness. Journal of Happiness Studies, 1-16.

7. Barbaranelli, C., & Caprara, G. V. (2000). Measuring the Big Five in self-report and other ratings: A multitrait-multimethod study. European Journal of Psychological Assessment, 16(1), 31.

8. Barrick, M. R., & Mount, M. K. (1991). The big five personality dimensions and job performance: a meta- analysis. Personnel psychology, 44(1), 1-26.

9. Barrick, M. R., Mount, M. K., & Judge, T. A. (2001). Personality and performance at the beginning of the new millennium: What do we know and where do we go next? International Journal of Selection and assessment, 9(1-2), 9-30.

10. Beck, A. T. (1967). Depression: Clinical, experimental, and theoretical aspects: University of Pennsylvania Press.

11. Breitbart, W., Rosenfeld, B., Pessin, H., Applebaum, A., Kulikowski, J., & Lichtenthal, W. G. (2015). Meaning-centered group psychotherapy: an effective intervention for improving psychological well-being in patients with advanced cancer. Journal of Clinical Oncology, 33(7), 749.

12. Brown, K. W., & Kasser, T. (2005). Are psychological and ecological well-being compatible? The role of values, mindfulness, and lifestyle. Social Indicators Research, 74(2), 349-368.

13. Brown, K. W., & Ryan, R. M. (2003). The benefits of being present: mindfulness and its role in psychological well-being. Journal of personality and social psychology, 84(4), 822.

14. Brown, K. W., Ryan, R. M., & Creswell, J. D. (2007). Mindfulness: Theoretical foundations and evidence for its salutary effects. Psychological inquiry, 18(4), 211-237.

15. Burns, R. B., & Bursn, R. B. (2000). Introduction to research methods.

16. Celli, F., & Rossi, L. (2012). The role of emotional stability in Twitter conversations. Paper presented at the Proceedings of the workshop on semantic analysis in social media.

17. Chen, L. H., Wu, C.-H., & Chang, J.-H. (2017). Gratitude and athletes' life satisfaction: The moderating role of mindfulness. Journal of Happiness Studies, 18(4), 1147-1159.

18. Chin, W. W. (1998). Commentary: Issues and opinion on structural equation modeling.

19. Churchill Jr, G. A., Ford, N. M., Hartley, S. W., & Walker Jr, O. C. (1985). The determinants of salesperson performance: A meta-analysis. Journal of marketing research, 22(2), 103-118.

20. Costa Jr, P. T., & McCrae, R. R. (1992). The five-factor model of personality and its relevance to personality disorders. Journal of personality disorders, 6(4), 343-359.

21. Cravens, D. W., Ingram, T. N., LaForge, R. W., & Young, C. E. (1993). Behavior-based and outcome-based salesforce control systems. Journal of Marketing, 57(4), 47-59.

22. Easterby-Smith, M., Thorpe, R., & Lowe, A. (1991). Management research: An introduction Sage. Beverly Hills, CA.

23. Eberth, J., & Sedlmeier, P. (2012). The effects of mindfulness meditation: a meta-analysis. Mindfulness, 3(3), 174-189.

24. Fornell, C. (1982). A second generation of multivariate analysis. 2. Measurement and evaluation (Vol. 2). Praeger Publishers.

25. Fornell, C., & Larcker, D. F. (1981). Structural equation models with unobservable variables and measurement error: Algebra and statistics.

26. Fredrickson, B. L., Cohn, M. A., Coffey, K. A., Pek, J., & Finkel, S. M. (2008). Open hearts build lives: positive emotions, induced through loving-kindness meditation, build consequential personal resources. Journal of personality and social psychology, 95(5), 1045.

27. Gefen, D., Straub, D., & Boudreau, M. C. (2000). Structural equation modeling and regression: Guidelines for research practice. Communications of the association for information systems, 4(1), 7.

28. Gilburt, H. (2015). Mental health under pressure. London: The King's Fund.

29. Glomb, T. M., Duffy, M. K., Bono, J. E., & Yang, T. (2011). Mindfulness at work Research in personnel and human resources management (pp. 115-157): Emerald Group Publishing Limited.

30. Gosling, S. D., Rentfrow, P. J., & Swann Jr, W. B. (2003). A very brief measure of the Big-Five personality domains. Journal of Research in personality, 37(6), 504-528.

31. Gosselin, M. (1997). The effect of strategy and organizational structure on the adoption and implementation of activity-based costing. Accounting, organizations and society, 22(2), 105-122.

32. Hair Jr, J. F., Sarstedt, M., Hopkins, L., & Kuppelwieser, V. G. (2014). Partial least squares structural equation modeling (PLS-SEM). European business review.

33. Hanley, A. W. (2016). The mindful personality: Associations between dispositional mindfulness and the Five Factor Model of personality. Personality and Individual Differences, 91, 154-158.

34. Hanley, A., Warner, A., & Garland, E. L. (2015). Associations between mindfulness, psychological well-being, and subjective well-being with respect to contemplative practice. Journal of Happiness Studies, 16(6), 1423-1436.

35. Hanson, J. M., Trolian, T. L., Paulsen, M. B., & Pascarella, E. T. (2016). Evaluating the influence of peer learning on psychological well-being. Teaching in Higher Education, 21(2), 191-206.

36. Huppert, F. A., & Johnson, D. M. (2010). A controlled trial of mindfulness training in schools: The importance of practice for an impact on well-being. The Journal of Positive Psychology, 5(4), 264-274.

37. Joo, B.-K., Park, J. G., & Lim, T. (2016). Structural determinants of psychological well-being for knowledge workers in South Korea. Personnel Review, 45(5), 1069-1086.

38. Khan, M. I., Awan, U., Yasir, M., & Mohamad, N. A. B. (2014). Transformational leadership, emotional intelligence and organizational commitment: Pakistan's services sector.

39. Klainin-Yobas, P., Ramirez, D., Fernandez, Z., Sarmiento, J., Thanoi, W., Ignacio, J., & Lau, Y. (2016). Examining the predicting effect of mindfulness on psychological well-being among undergraduate students: A structural equation modelling approach. Personality and Individual Differences, 91, 63-68.

40. Kline, E., Wilson, C., Ereshefsky, S., Tsuji, T., Schiffman, J., Pitts, S., & Reeves, G. (2012). Convergent and discriminant validity of attenuated psychosis screening tools. Schizophrenia Research, 134(1), 49-53.

41. Kong, F., Zhao, J., & You, X. (2013). Self-esteem as mediator and moderator of the relationship between social support and subjective well-being among Chinese university students. Social Indicators Research, 112(1), 151-161.

42. Leary, M. R., & MacDonald, G. (2003). Individual differences in self-esteem: A review and theoretical integration.

43. MacCallum, R. C., & Austin, J. T. (2000). Applications of structural equation modeling in psychological research. Annual review of psychology, 51(1), 201-226.

44. McAuley, E., & Rudolph, D. (1995). Physical activity, aging, and psychological well-being. Journal of aging and physical activity, 3(1), 67-96.

45. Miao, C. F., Evans, K. R., & Shaoming, Z. (2007). The role of salesperson motivation in sales control systems—Intrinsic and extrinsic motivation revisited. Journal of Business Research, 60(5), 417-425.

46. Mick, D. G. (2006). Meaning and mattering through transformative consumer research. Advances in consumer research, 33(1), 1-4. Morgan, K. (1970). Sample size determination using Krejcie and Morgan table.

47. Niemiec, C. P., Brown, K. W., Kashdan, T. B., Cozzolino, P. J., Breen, W. E., Levesque-Bristol, C., & Ryan, R. M. (2010). Being present in the face of existential threat: the role of trait mindfulness in reducing defensive responses to mortality salience. Journal of personality and social psychology, 99(2), 344.

48. Nunnally, J. C., & Bernstein, I. H. (1967). McGraw-Hill series in psychology. Psychometric theory. New York, NY, US: McGraw-Hill.

49. O'Leary-Kelly, S. W., & J. Vokurka, R. (1998). The empirical assessment of construct validity. Journal of operations management, 16(4), 387-405.

50. Onwuegbuzie, A. J., & Leech, N. L. (2005). Taking the "Q" out of research: Teaching research methodology courses without the divide between quantitative and qualitative paradigms. Quality and Quantity, 39(3), 267-295.

51. Orth, U., Robins, R. W., & Meier, L. L. (2009). Disentangling the effects of low self-esteem and stressful events on depression: Findings from three longitudinal studies. Journal of personality and social psychology, 97(2), 307.

52. Orth, U., Robins, R. W., Meier, L. L., & Conger, R. D. (2016). Refining the vulnerability model of low self-esteem and depression: Disentangling the effects of genuine self-esteem and narcissism. Journal of personality and social psychology, 110(1), 133.

53. Quinn, B. (2017). The Potential of Mindfulness in Managing Emotions in Libraries Emotion in the Library Workplace (pp. 15-33): Emerald Publishing Limited.

54. Rasmussen, M. K., & Pidgeon, A. M. (2011). The direct and indirect benefits of dispositional mindfulness on self-esteem and social anxiety. Anxiety, Stress, & Coping, 24(2), 227-233.

55. Ringle, C. M., Wende, S., & Becker, J. M. (2014). SmartPLS 3. Hamburg: SmartPLS. Academy of Management Review, 9, 419-445

56. Rosenberg, M. (2015). Society and the adolescent self-image: Princeton university press.

57. Ryan, R. M., & Deci, E. L. (2000). Self-determination theory and the facilitation of intrinsic motivation, social development, and well-being. American psychologist, 55(1), 68.

58. Ryan, R. M., & Deci, E. L. (2001). On happiness and human potentials: A review of research on hedonic and eudaimonic well-being. Annual review of psychology, 52(1), 141-166.

59. Ryan, R. M., Huta, V., & Deci, E. L. (2008). Living well: A self-determination theory perspective on eudaimonia. Journal of Happiness Studies, 9(1), 139-170.

60. Ryff, C. D. (2014). Psychological well-being revisited: Advances in the science and practice of eudaimonia. Psychotherapy and psychosomatics, 83(1), 10-28.

61. Ryff, C. D., & Keyes, C. L. M. (1995). The structure of psychological well-being revisited. Journal of personality and social psychology, 69(4), 719.

62. Segars, A. H. (1997). Assessing the unidimensionality of measurement: A paradigm and illustration within the context of information systems research. Omega, 25(1), 107-121.

63. Tomlinson, E. R., Yousaf, O., Vittersø, A. D., & Jones, L. (2018). Dispositional mindfulness and psychological health: a systematic review. Mindfulness, 9(1), 23-43.

64. Tracy, J. L., Cheng, J. T., Robins, R. W., & Trzesniewski, K. H. (2009). Authentic and hubristic pride: The affective core of self-esteem and narcissism. Self and identity, 8(2-3), 196-213.

65. Wagner, J., Lüdtke, O., Jonkmann, K., & Trautwein, U. (2013). Cherish yourself: Longitudinal patterns and conditions of self-esteem change in the transition to young adulthood. Journal of personality and social psychology, 104(1), 148.

66. Zhang, H., Sang, Z., Chen, C., Zhu, J., & Deng, W. (2018). Need for meaning, meaning confusion, meaning anxiety, and meaning avoidance: Additional dimensions of meaning in life. Journal of Happiness Studies, 19(1), 191-212.