

Effect of Work Environment on Well Being of Male and Female

Khushi Pandey

Amity Institute of Psychology and Allied Sciences

Abstract:- The main purpose of this analysis was to check how many of individual have a higher well being and how well they manage their both personal and professional life for the gender male and female. Since it is very important to have a well and balanced life, a self made questionnaire was conducted for both government and private organization, over a sample of 40 individuals were taken among which 20 male and 20 female. From the response it was clear that males well being is higher than female employees of the company. Through the survey it was found that level of concentration during work was more in the male employees of the company than the females. The research however cannot be generalized due to the small sample size.

I. INTRODUCTION

Well-being is the experience of health, happiness, and prosperity. It includes having good mental health, high life satisfaction, a sense of meaning or purpose, and ability to manage stress. More generally, well-being is just feeling well Workplace Wellbeing relates to all aspects of working life, from the quality and safety of the physical environment, to how workers feel about their work, their working environment, the climate at work and work organization.

Workers well-being is a key factor in determining an organisation's long-term effectiveness. Many studies show a direct link between productivity levels and the general health and well-being of the workforce.

Well being can be referred to as wellness and is the state of an individual or group of people. It is the state of both physical and mental wellness of an individual. Higher number of the wellness can be identified as the more positive impact on an individual i.e. his or her physical and mental state is more positively inclined when compared to other individual. Well being includes positive aspects such as feeling happy, healthy, more socially active and have a purpose in life. Increasing well being of ourselves has become very important for us to lead a happy and healthy life in our future. Unfortunately the rate of well being is often found to be lower in many of the countries such as U.S., China, India etc. where there are many of the unemployed youth also these countries tend to have more burden over individual professionally.

Ventures and associations are progressively perceiving the need to take the prosperity of their laborers genuinely. The more reformist associations are doing as such on the

grounds that they like that their most significant assets are their HR - their kin. Different associations are starting to address prosperity issues since it is turning out to be progressively certain that numerous work environment issues draw from an absence of obligation to the requirements of their laborers. An absence of acknowledgment on the need to advance specialists prosperity may offer raise to work environment issues, like pressure, tormenting, struggle, liquor and illicit drug use and emotional wellness problems. Likely arrangements, like authority, correspondence and an attention on learning and advancement are fundamental for anybody focused on making the work environment an all the more respectable and fulfilling place.

Various theories were introduced in order to have a clear insight about the well being in a work place such as Affective events theory: Weiss and Cropanzano (1996) proposed AET in which they highlighted the main role of the emotions which leads an employer to behave in situations differently due to some personal matters, his or her attitude etc. they also proposed that several work events leads to feelings such as anger, joy, frustration, etc. also experience associated with emotions often influence employers assessment to his or her job satisfaction.

Theory of work demand and employee well being: it states that usually individuals tend to save their resources in order to further get motivated to complete their work demand. It is also observed that higher resources lead to completing job demands and thus helps in maintaining the well being of an individual.

Employee well being outside the workplace: increased job demand and workload often leads to strain and less involvement in other personal situations. Due to stress an individual is unable to cope up with their emotions and physical. Therefore appropriate amount of work is to be given in order to attain optimum results and hence, an individual can focus on his or her well being too.

The idea of prosperity with regards to the work environment has various implications inside and across associations and nations. This might be affected by social and cultural cycles and imperatives and furthermore in how the idea has created after some time. A few scientists and partners incline toward the straightforward methodology, like zeroing in just on the psychological prosperity of laborers, however others, including those at a global level,

acknowledge that the term is complex and will fuse work and individual qualities.

II. REVIEW OF LITERATURE

Heath (2019) considered 4 new business' workers which were more than 500 and states, the greatest objective of all the business association is to expand their efficiency, along these lines diminishing their expense of creation and making high benefits. Despite the fact that, there is less measure of exertion, which these associations make to build their usefulness. Numerous businesses have an off-base view that usefulness can be expanded by giving their representatives great compensation bundle and convenient augmentations for their work. What these businesses don't know about is that there are numerous different components, which influences the exhibition of the workers in an association. One of the central point, which affect the inspiration level of the representatives and their presentation, is the working environment climate.

Kerke (2019) state, establishing a more secure workplace is essential to each business. This doesn't just infer that the associations ought to keep away from mishaps yet it likewise implies that association ought to debilitate any sort of unfortunate and dangerous staff rehearses. Each association ought to receive work environment wellbeing as its customary element. To guarantee wellbeing at the working environment, an association can lead ordinary security briefings. There are numerous associations, who to furnish their representatives with security, having every day wellbeing gatherings and numerous others have week after week security gatherings.

Ford et al., (2018) which analyzes 111 free examples of 87,634 respondents from a scope of nations, tracks down a moderate meta-logical connection between's by and large mental prosperity and general representative execution.

Jones (2017), states, that in every one of the associations workers are exposed to various kinds of dangers to their wellbeing and security. These dangers rely upon the idea of work that a representative attempts. There are sure risks, which exist in all sort of associations, if legitimate security measures are not taken. Certain regions where risks will undoubtedly happen, if wellbeing measures are not set up, are: – substance perils, task plan, ecological dangers, workstation plan, supplies and so on Aside from these dangers numerous other actual risks identified with temperature, light, ventilation and so on can likewise happen if legitimate safety measures are not taken. Certain working environment conditions and staff practices may likewise make certain kind of mental risks to the representatives.

Lowe & Chan (2017) express, that workplace of an association acts risk for the association like well as influences the efficiency of the association. Unfortunate and hazardous workplace in an authoritative set up makes decrease in work fulfillment, decrease in responsibility of representatives, mishaps, truancy, blunders, decrease in usefulness.

Subha and Shakil (2017) contemplated 500 representatives among which 250 male and 250 female, referenced that fast work place changes have expanded the work place pressure. Numerous individuals in different positions are finding hard to adapt up to the quick changes in innovation. Another significant reality here is, workers feel that they are a piece of a machine and they don't feel they are a human and they have an individual lives.

Harter et al.(2017) examined Gallup data from 21 different public and private industries covering just under 8,000 business units and 200,000 respondents. The analysis also shows a moderate meta-analytic correlation between employee engagement and performance.

Tyler (2016) contemplates 300 male specialists and in this manner expresses, that for the greater part of the workers, their director is the portrayal of their association. Assuming the workers don't care for their administrators, they won't ever like their association. The main motivation for the workers to leave an association is a terrible relationship with their senior. In this manner, it is vital for the associations that to hold representatives and further develop workplace the associations need to manage the trough and worker relationship.

Pettersson (2016) states, that to deal with the workplace, it is vital that the association considers the progressions which are required and what the organization should do in future. For doing this, the organization can check the ordinary undertaking and what impact does these assignments have on the workplace.

Donald et al., (2015) 16,000 representatives across 15 unique associations in the UK were considered, covering working environments in people in general and private areas, including fabricating plants, nearby instruction authority, a district chamber, three police powers, three colleges, a jail administration, and other specialist co-ops, traversing a scope of occupations, from expert to regulatory and manual jobs. They tracked down that higher representative usefulness was related with better mental prosperity.

Stup (2013) likewise disclosed that to have a standard efficiency, bosses need to get the representatives assignment to be done on target as to accomplish the association objective or target. By having the work or task finished on target, bosses might screen their representatives and assist them with working on their efficiency. Moreover, a prize framework ought to be executed dependent on the usefulness of the representatives. This is to propel the workers to perform more on their undertaking.

Mikkel etal (2012) states, that the most destructive results of a perilous workplace are pressure, weariness and other such medical problems. The last decade has seen an expansion in the pressure related ailment. With the increment in time requirements, responsibility, work requests and severe cutoff times pressure has likewise expanded. As per the creators this pressure is expanding step

by step. Work has become so upsetting that representatives don't get sufficient opportunity to examine about whatever else separated from their positions. The expansion in the quantity of occupations, which are extremely unpleasant, shows that business related ailment, is on an increment, in the associations.

Scand (2011) contemplated representatives of 10 organizations and states, that there are five prerequisites, which ought to be satisfied to give physiologically fit workplace to the representatives. As each individual is permitted to impact his work, strategies and practices, the plan of the work ought to act naturally illustrative for the representative, which implies that the worker ought to have the option to comprehend the work interaction without any problem. The workers ought to be given freedoms to exhibit every one of their abilities. They ought to likewise be furnished with freedoms to upgrade and foster new abilities. Representatives ought to have agreeable working hours, with the goal that they can satisfy their commitments separated from work, which incorporates obligations towards family and society.

Sinha (2011) considered 300 workers of an organization in Chandigarh and along these lines expressed that representatives' usefulness is relying upon the ability and furthermore the transparency of the actual representatives on tackling their work. He additionally expressed that by having this ability and transparency of the workers in managing their work, it could build the representatives' usefulness which likewise prompts the efficiency.

Asifargue s (2011), did an investigation on 400 IT organization representatives and found that innovation assume to abbreviate the functioning week and give more recreation time to the workers, yet switch is occurring. Individuals are working extended periods of time and go through less hours with family. Because of less family time, workers get pressure.

Rubina et al. (2010),studied 150 representatives who work away from home in an organization situated in Austria, referenced that distance to work place additionally course for the word related wellbeing, Due to the cutting edge clogged streets, will expand the anxiety of the representatives. Presently days, the greater part of representatives are working far away from their homes and those workers' pattern to get word related pressure without any problem.

Rebecca (2010) considered 100 junior representatives in an organization and hence contends that if associations are to accomplish clear objectives and headings, support from bosses is extremely vital. Bosses should comprehend the necessities of the representatives for the worker to work proficiently.

III. METHODOLOGY

AIM:- the aim of the current research study is to understand the impact of work environment on well being of male and female.

VARIABLE:-

· Independent variable - Work Environment. It is clear that work environment is not affected by well being as it usually depends upon the physical aspects such as human work force.

· Dependent variable- well being. If well being of a person is affected it usually impacts on any other work done by an individual. Hence , well being affects work environment.

SAMPLE :-In this study, a total of 40 participants (20 males and 20 females). The age of subjects were 30-40 years Data was collected from employees of different private and government companies. The sampling technique that was used was purposive.

TOOLS :- The tool used in the present study was a self constructed questionnaire that was developed to access the impact of work environment on well being of male and female After extensive review of literature, the items and domains of the scale were identified and that lead to item formation.

Steps to constructing the scale:

- 1.Determination of the aim of the study is key in constructing the scale in order to get an accurate response.
2. Defining the population which needs to be studied is one of the aspects in constructing the scale.
3. Designing and constructing requires most of the attention so that the aim is justified.
4. Select a representative sample
5. Adminstring the survey by 40 respondents were done.
6. Analysis of the data retrieved from the respondents were done.

The scale consisted of 12 statements. Each item has two levels of opinion regarding the impact of work environment on personal and mental health well being of male and female The respondents can mark either the level opinions of "Yes" and "No". the process of collection of items by the researcher two sources namely: (1) Existing scale (2) The description of these areas in psychology and available literature and documents.

THEORETICAL BASIS:-

- Affective events theory: weiss and cropanzano (1996) proposed AET in which they highlighted the main role of the emotions which leads an employer to behave in situations differently due to some personal matters, his or her attitude etc. they also proposed that several work events leads to feelings such as anger, joy, frustration,etc. also experience associated with emotions often influence employers assessment to his or her job satisfaction.

- Theory of work demand and employee well being: it states that usually individuals tend to save their resources in order to further get motivated to complete their work demand. It is also observed that higher resources lead to completing job demands and thus helps in maintaining the well being of an individual.
- Employee well being outside the workplace: increased job demand and workload often leads to strain and less involvement in other personal situations. Due to stress an individual is unable to cope up with their emotions and physical. Therefore appropriate amount of work is to be given in order to attain optimum results and hence, an individual can focus on his or her well being too.

BLANK FORM:-

Q1. Do you have any difficulty in applying yourself to work that requires concentration?

Yes ___ No ___

Q 2. Have you ever played sick to avoid work responsibility?

Yes ___ No ___

Q 3. Do male workers get more recognition by your team leader?

Yes ___ No ___

Q 4. Do your colleagues appreciate and support your work?

Yes ___ No ___

Q 5. Are you provided with stress management support or advice by your organisation?

Yes ___ No ___

Q 6. Do changes in work environment make you feel unclear about your work ?

Yes ___ No ___

Q 7. Are you able to deal with problematic situations?

Yes ___ No ___

Q 8. Do you feel optimistic about your future in the organisation?

Yes ___ No ___

Q 9. Do you think you're paid according to the work you are given ?

Yes ___ No ___

Q 10. Do you have a healthy and balanced life?

Yes ___ No ___

Q 11. Do you balance your work and professional life?

Yes ___ No ___

Q 12. Do you make your own decision on how to complete the task given?

Yes ___ No ___

PROCEDURE

Well being is one of the major factors in our lives through which we have a better view towards ourselves. Thus proper well being involves better physical and mental health. Therefore in order to analyse the well being a self constructed survey was conducted on employees of an organisation. A questionnaire was set to have a proper insight of well being of employees in that company. A total of 40 individual among which 20 male and 20 female were asked to fill the questionnaire with their proper consent.

After the data was collected the responses were either yes or no, therefore pie charts were made to the responses given by the people.

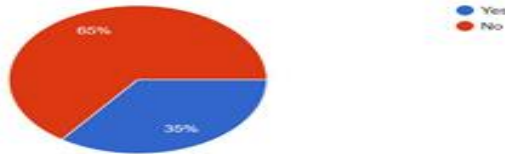
Mean was calculated in order to have a clear insight about the survey. The calculation of mean was done as the response 'Yes' was taken from all of the 12 questions of both male and female. Then dividing the total number of 'Yes' scores with the total number of question for both male and female.

Mean = total number of scores ÷ total number of individuals.

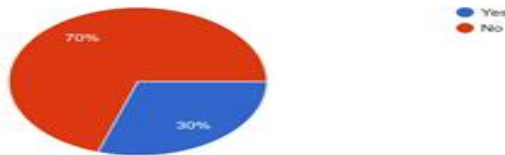
STATISTICAL ANALYSIS

For obtaining the results descriptive statistics was used such as calculation of mean score and representing it through pie charts and graphs.

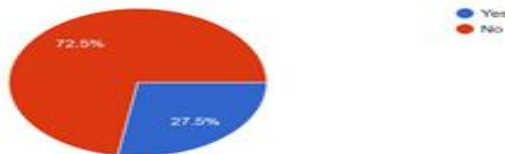
do you have any difficulty applying yourself to work that requires concentration?
40 responses



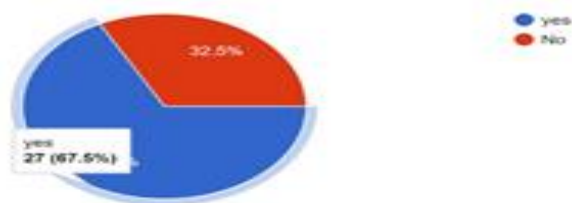
have you ever played sick to avoid work responsibility?
40 responses



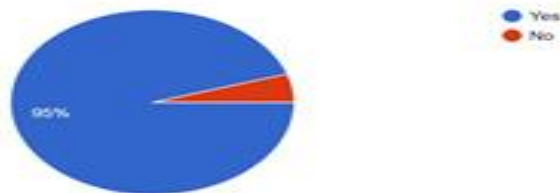
do male workers get more recognition by your team leader?
40 responses



do you feel optimistic about your future in the organisation?
40 responses



are you able to deal with your problems?
40 responses

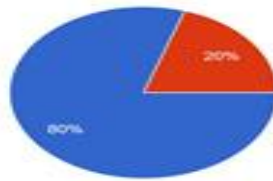


do you think you're paid according to the work you are given?
40 responses



do you have a healthy and balanced life?

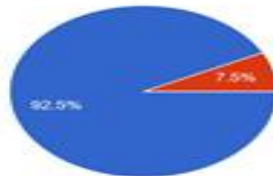
40 responses



● Yes
● No

do you balance your work and personal life ?

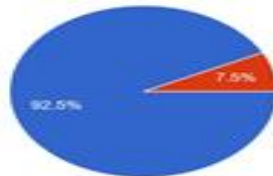
40 responses



● Yes
● No

do you make your own decisions on how to complete the task given ?

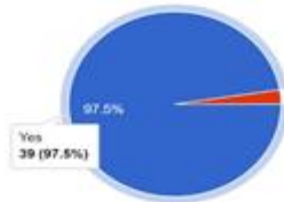
40 responses



● yes
● No

do you colleagues appreciate and support your work?

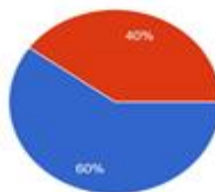
40 responses



● Yes
● No

are you provided with stress management support or advice by your organisation?

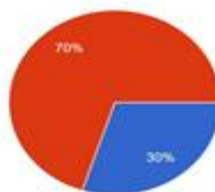
40 responses



● Yes
● No

do changes in work environment make you feel unclear about your work?

40 responses



● Yes
● No

IV. RESULT

Figure 1. Shows the 'Yes' scores obtained by male and female employees.

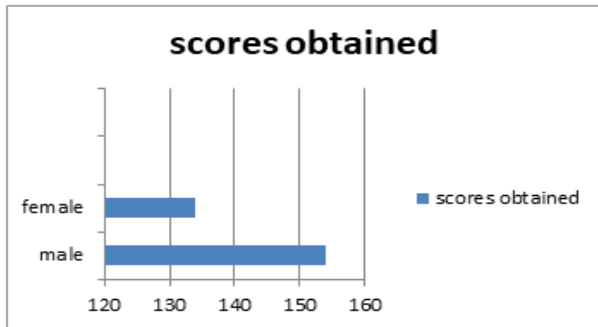
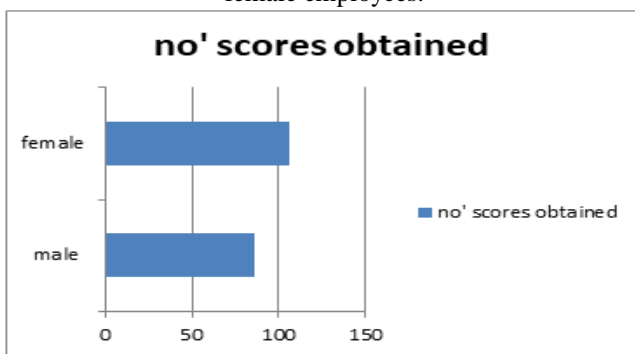


Figure 2. Shows the 'no' scores obtained by male and female employees.



MEAN:

Table 1. shows the total mean scores for male

Ques. No.	YES	NO
1	14	6
2	5	15
3	12	8
4	13	7
5	10	10
6	11	9
7	12	8
8	8	12
9	20	0
10	17	3
11	16	4
12	17	3

Table 2. shows the total mean scores for female:

Ques. No.	YES	NO
1	13	7
2	12	8
3	13	7
4	10	10
5	15	5
6	12	8
7	13	7
8	13	7

9	9	11
10	8	12
11	7	13
12	8	12

Mean of YES responses:- MALE = total no. of yes scores ÷ total no. of individual

$$\text{Mean for male} = \frac{14+5+12+13+10+11+12+8+20+17+16+17}{20}$$

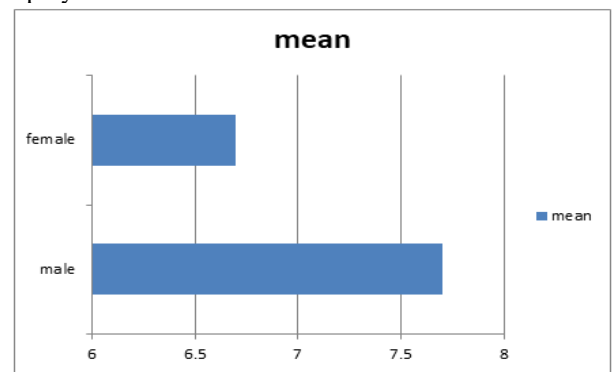
i.e. $154 \div 20 = 7.7$

FEMALE= total no. of yes scores ÷ total no. of individual
Mean for females=

$$\frac{13+12+13+10+15+12+13+13+9+8+7+8}{20}$$

i.e. $134 \div 20 = 6.7$

Figure 3. shows the total mean obtained by male and female employees.



V. DISCUSSION AND CONCLUSION

Well being can be referred to as wellness and is the state of an individual or group of people. It is the state of both physical and mental wellness of an individual. Higher number of the wellness can be identified as the more positive impact on an individual i.e. his or her physical and mental state is more positively inclined when compared to other individual. Well being includes positive aspects such as feeling happy, healthy, more socially active and have a purpose in life. Increasing well being of ourselves has become very important for us to lead a happy and healthy life in our future. Unfortunately the rate of well being is often found to be lower in many of the countries such as U.S., China, India etc. where there are many of the unemployed youth also these countries tend to have more burden over individual professionally. The survey was done with a self constructed questionnaire to look over well being of both male and female in a work environment. The main purpose of this was to check how many of individual have a higher well being and how well they manage their both personal and professional life. Since it is very important to have a well and balanced life.

Sample of 40 people were collected for analysis of their well being. In 40 people, 20 were male and 20 were female. The mean count of 'YES' response in male is 7.7 and the mean count of 'YES' responses in female is 6.70.

From the response it was clear that males well being is higher than female employees of the company. Through the survey it was found that level of concentration during work was more in the male employees of the company than the females, this was mainly due to the extra chores a women has to do everyday such as taking care of children, house chores, cooking etc. also, female tend to have more sick leave than the individual this shows that they often get sick than the male individuals. Also, it was clearly stated that there was no gender discrimination in the company although 5 individuals felt there were gender discrimination. Also colleagues work were supported by every individual which may lead to positive work environment. There were 15 individuals who felt that there should be more stress management support in the workplace. Most of the individual were happy about the work they were given by the organization and felt very optimistic about their future in the organization. This was also observed that half of the individuals i.e. 20 people felt they were not paid according to the amount of the work they were given in the organization. Most of the men said they had healthy and balanced life while 15 women said they did not had healthy and balanced life. It was clear that females had slightly lower range of wellness than the male individuals.

Having equal amount of pay, respecting every individual in the workplace, have an equal amount of work, also dividing the personal life chores may lead to have a higher level of well being. It is very important to eat healthy food and be mentally strong in order to have a higher wellness.

REFERENCES

- [1]. Abraham, K.G., Helms, S., & Presser, S. (2009). How social processes distort measurements: the impact of survey nonresponse on estimates of volunteer work in United States. *American journal of sociology*, 114(4), 1129-1165.
- [2]. Aguiar, M., & Hurst, E. (2007). Measuring trends in leisure: the allocation of time over five decades. *The quarterly Journal of Economics*, 122(3), 969-1006.
- [3]. Akerlof G, Kranton R. Identity and schooling: Some lessons for the economics of education. *Journal of Economic Literature*. 2002;40(4):1167–1201.
- [4]. Amato PR. Children of divorced parents as young adults. Hetherington EM, editor. Mahwah, NJ: Lawrence Erlbaum; 1999. pp. 147–163. (*Coping with Divorce. Single Parenting, and Marriage: A Risk and Resiliency Perspective*).
- [5]. Andrews F, Withey S. Social Indicators of Well-Being. *New York: Plenum Press*; 1976.
- [6]. Antenucci D, Cafarella M, Levenstein M, Shapiro M. Creating Measures of Labor Market Flows Using Social Media; Presentation to the National Bureau of Economic Research; Cambridge, MA. July 16. 2012.
- [7]. Baars BJ. Spontaneous repetitive thoughts can be adaptive: Postscript on McKay and Vane. *Psychological Bulletin*. 2010;136(2):208–210.
- [8]. Bertrand M, Mullainathan S. Do people mean what they say? Implications for subjective survey data. *American Economic Review*. 2001;91(2):67–72.
- [9]. Blattman C, Fiala N, Martinez S. The Economic and Social Returns to Cash Transfers: Evidence from a Ugandan Aid Program. 2013. [June 2013]. (Working paper).
- [10]. Boehm JK, Kubzansky LD. The heart's content: The association between positive psychological well-being and cardiovascular health. *Psychological Bulletin*. 2012;138(4):655–691.
- [11]. Borton J, Markowitz L, Dieterich J. Effects of suppressing negative self-referent thoughts on mood and self-esteem. *Journal of Social and Clinical Psychology*. 2005;24(2):172–190.
- [12]. Bradburn N, Orden SR. Working wives and marriage happiness. *American Journal of Sociology*. 1969;74(4):392–407.
- [13]. Brickman P, Coates D, Janoff-Bulman R. Lottery winners and accident victims: Is happiness relative. *Journal of Personality and Social Psychology*. 1978;36(8):917–927.
- [14]. Broderick JE, Schwartz JE, Schneider S, Stone AA. Can end-of-day reports replace momentary assessment of pain and fatigue. *The Journal of Pain*. 2009;10(3):274–281.
- [15]. Brodeur A. Smoking, Income, and Subjective Well-Being: Evidence from Smoking Bans. Paris: *Paris School of Economics*; 2012. (PSE working paper, no. 2012-03).
- [16]. Brodeur A, Connolly M. Do Higher Childcare Subsidies Improve Parental Well-Being? Evidence from Québec's Family Policies. Montreal, Canada: Centre Interuniversitaire sur le Risque, les Politiques Économiques et l'Emploi; 2012. [October 2013]. (Cahiers de recherche 1223).
- [17]. Brülde B. Happiness, morality, and politics. *Journal of Happiness Studies*. 2010;11(5):567–583.
- [18]. Burchell B, Day D, Hudson M, Ladipo D, Mankelaw R, Nolan J, Reed H, Wichert IC, Wilkinson F. Job Insecurity and Work Intensification. York, UK: *Joseph Rowntree Foundation*; 1999.
- [19]. Cantril H. The Pattern of Human Concerns. New Brunswick, NJ: *Rutgers University Press*; 1965.
- [20]. Capps C, Wright T. Amstat News. 2013. [November 2013]. Toward a vision: Official statistics and big data. (The Membership Magazine of the American Statistical Association).
- [21]. Carstensen LL. The influence of a sense of time on human development. *Science*. 2006;312(5782):1913–1915.
- [22]. Charles ST, Mather M, Carstensen LL. Aging and emotional memory: The forgettable nature of negative images for older adults. *Journal of Experimental Psychology: General*. 2003;132(2):310–324.
- [23]. Christodoulou C, Schneider S, Stone AA. Social Indicators Research. 2013. [November 2012]. Validation of a brief yesterday measure of hedonic well-being and daily activities: Comparison with the Day Reconstruction Method.

- [24]. Clark AE, Senik C. The great happiness moderator. Clark AE, Senik C, editors. Oxford, UK: *Oxford University Press; in press.* (In *Essays on Inequality and Well-Being*).
- [25]. Clark AE, Diener E, Georgellis Y, Lucas RE. Lags and leads in life satisfaction: A test of the baseline hypothesis. *The Economic Journal.* 2008;118(529):F222–F243.
- [26]. Cohen S, Doyle WJ, Turner RB, Alper CM, Skoner DP. Emotional style and susceptibility to the common cold. *Psychosomatic Medicine.* 2003;65(4):652–657.
- [27]. Daly MC, Gardiner C. Disability and subjective well-being. Couch K, Daly MC, Zissimopoulos J, editors. Redwood City, CA: Stanford University Press; in press. (In *Unexpected Lifecycle Events and Economic Well-Being*).
- [28]. Davidson RJ. Well-being and affective style: Neural substrates and biobehavioural correlates. *Philosophical Transactions of the Royal Society of London Series B: Biological Sciences.* 2004;359(1449):1395–1411.
- [29]. Deaton A, Stone AA. Evaluative and Hedonic Well-Being Among Those With and Without Children at Home. Department of Economics, *Princeton University; 2013a.* (Unpublished manuscript).
- [30]. Deaton A, Stone AA. Two happiness puzzles. *American Economic Review.* 2013b;103(3):591–597.
- [31]. Di Tella R, MacCulloch RJ, Oswald AJ. Preferences over inflation and unemployment: Evidence from surveys of happiness. *American Economic Review.* 2001;91(1):335–341.
- [32]. Diener E, Ng W, Harter J, Arora R. Wealth and happiness across the world: Material prosperity predicts life evaluation, whereas psychosocial prosperity predicts positive feeling. *Journal of Personality and Social Psychology.* 2010;99(1):52–61.
- [33]. Dolan P. NAS SWB Position Paper. Washington, DC: 2012. (Background paper for NAS Panel on Well-Being Metrics).
- [34]. Easterlin RA. Income and happiness: Towards a unified theory. *The Economic Journal.* 2001;111(473):465–484.
- [35]. Easterlin RA. Explaining happiness. *Proceedings of the National Academy of Sciences of the United States of America.* 2004;100(19):1176–1183.
- [36]. Easterlin RA. Diminishing marginal utility of income? A caveat emptor. *Social Indicators Research.* 2005;70(3):243–255.
- [37]. Eid M, Diener E. Global judgments of subjective well-being: Situational variability and long-term stability. *Social Indicators Research.* 2004;65(3):245–277.
- [38]. Ersner-Hershfield H, Mikels JA, Sullivan SJ, Carstensen LL. Poignancy: Mixed emotional experience in the face of meaningful endings. *Journal of Personality and Social Psychology.* 2008;94(1):158–167.
- [39]. Feldman F. *Pleasure and the Good Life.* Oxford, UK: Clarendon Press; 2004.