

**PERSONAL, RELATIONSHIP, AND PROFESSIONAL INDICATORS; A HOLISTIC  
APPROACH TO ASSESS SATISFACTION AND SUCCESS OF LIFE**

by

Abdul Rashid Kolliyi

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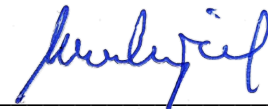
by

Abdul Rashid Kolliyil

Supervised by

Prof. Atul Pati Tripath

APPROVED BY  
dr. Jaka Vadnjal



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Dissertation chair

RECEIVED/APPROVED BY:

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Admissions Director

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Abdul Rashid K

## **ABSTRACT**

### **PERSONAL, RELATIONSHIP, AND PROFESSIONAL INDICATORS; A HOLISTIC APPROACH TO ASSESS SATISFACTION AND SUCCESS OF LIFE**

by

Abdul Rashid Kolliyil  
2024

Dissertation Chair:  
<Chair's Name>

This research delves into the intricate nature of life satisfaction and success, tracing the historical evolution of concepts from the 17th century to the present. The study highlights the paradigm shift from materialism to a post-materialistic perspective, culminating in the contemporary emphasis on subjective social indicators. Through an extensive literature review, the research identifies a crucial gap in existing scholarship – the lack of integration of personal, relationship, and professional elements into a comprehensive framework for assessing life satisfaction.

The first objective investigates the interconnected factors influencing the satisfaction and success of individuals. A comprehensive exploration unfolds, revealing the dynamic interplay of personal, relationship, and professional dimensions. The study delves into multifaceted influences, including psychological foundations, health, personal development, social factors, environment, education, career, and economics. Through scholarly studies and real-world examples, the profound impact of various factors on satisfaction and success is illuminated, emphasizing the importance of a balanced approach.

The second objective introduces a groundbreaking life satisfaction metric, the Personal, Relationship, and Professional (PRP) Index. The rationale, methodology, and components of this tool are presented for a comprehensive assessment of an individual's well-being. The PRP serves as a proxy for life satisfaction, ranging from zero to one. Subsequent chapters will explore the implementation and validation of the index through empirical data and thorough analyses.

The third objective examines the transformative impact of PRP training on life satisfaction. The Experimental Group's positive shifts post-training underscore the program's influence on personal well-being, interpersonal dynamics, and professional satisfaction. Noteworthy positive impacts on specific age groups and genders emphasize the program's efficacy, and nuanced analysis adds depth to our understanding, highlighting the need for tailored interventions.

Contrasting with the Control Group, the Experimental Group's significant increase in PRP Index scores attests to the program's efficacy, reinforcing its impact on personal, relationship, and professional dimensions of life satisfaction. The research underscores the importance of demographic nuances in crafting targeted interventions for a tailored approach to well-being.

The final objective analyzes the personal, relationship, and professional characteristics of successful individuals through case studies. Using a holistic approach and case study methodology, the lives of renowned personalities, including Gandhi, Nelson Mandela, APJ Abdul Kalam, and Barack Obama, are explored. Findings reveal a notably high PRP index for each individual, indicating that their success was influenced by a harmonious interplay of personal, relationship, and professional elements. The research contributes to academic understanding and provides practical insights for individuals seeking fulfillment and achievement, aiming to inspire and guide individuals on their own journeys toward fulfillment and success.

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## CHAPTER I

### INTRODUCTION

#### 1.1 Introduction

Few things in management philosophy have been extensively discussed in the literature than the meaning of satisfaction and success in life. The progress and development of research, theories, and deliberations on defining satisfaction and success in the post-modern era are a little frustrating due to disagreements about specific definitions and different commitments as to what ought to be considered to explain success and satisfaction (Mariscal, 2021).

Historically, the satisfaction and success of life is defined by philosophers and scientists in theoretical and empirical ways that are challenged by imagined counterexamples. To that end, non-philosophers typically favor the operational definition which is often not considered by others (Gupta, 2021). The other concepts such as Nominal (lexicographer), Demonstrative (Stewart, 1964), and Stipulative (Lycan, 1994) have also been in the literature explaining different components of life that are relevant in the time periods. There are some progressive steps toward alternative views of concepts in the 20th century, notably, exemplars, prototypes, and theories (Machery, 2009), incorporating many potential approaches. Hence, defining satisfaction and success in life is liable to criticism and there is no unique approach, and existing definitions can vary widely among philosophers, historians, and scientists from time to time.

The discussions and deliberations on satisfaction and success are rooted in the mid of 17th century when self-actualization and happiness become central values. At the beginning of the 18th century,

the conviction of Utilitarianism became prevalent as an impact of the industrial revolution which provides 'the greatest happiness for the greatest number'. The dimension of satisfaction and success again diverted to material models, literacy, and poverty at the end of the 18th century. The extent of satisfaction and success was mainly expressed in terms of monetary gains during the time. It was after the 1960s that there had a paradigm shift in the concepts of life satisfaction and success from materialism to a post-materialistic approach. This called for a broader conceptualization emphasizing the value of life (Veenhoven, 1996). This is followed by the concept of the 'welfare state' where satisfaction and success were defined and measured on the basis of comprehensive elements of quality of life. A number of research studies have also been published during the period, highlighting the standard of living, working conditions, and mental health aspects (Gurin et al, 1960; Bradburn, 1969).

After the 1990s, the question of work-life balance got the attention of the academic circle when globalization and privatization became predominant across the world. As a result of massive changes in the work culture and practices, the discussion of success and satisfaction distracted to distinctive components. For the unemployed, success became getting a job; for the employed, success became growth or promotion in career; and for a veteran, success became recognition and relationship. Hence, the concept became abstract nature cumulative of multi-dimensional elements.

In view of these developments, this study revisits the concept of life success and satisfaction in the post-modern era where perceptions and approaches are diverting new dimensions. It incorporates conventional explanations and contemporary developments in the managerial domains. The

available literature and theoretical frameworks related to life success and satisfaction avert the inclusion of a multi-dimensional perspective of changing work culture. Hence, this study defines life satisfaction and success as abstract feature that can vary from time to time based on the prevailing work culture, socio-economic situations, and current state of knowledge (technology).

### **1.1.1 What Makes a Person Satisfied and Successful?**

According to Veenhoven (1996), life satisfaction and success are the degrees to which a person positively evaluates the overall quality of life. It denotes two distinctive evaluations, evaluation by self (which reflects satisfaction) and evaluation by others (which reflects the success of life). The study considered three major factors of life such as satisfaction with housing, finance, and social contact to measure satisfaction and success. The study by the Larson (1992) has explained the concept from the side of social well-being considering mental health and happiness. According to him, people are more satisfied or being proud of success when they have stable mental well-being. There are other studies focused on different elements of satisfaction both in the material and non-material approaches.

Welfare economists have defined satisfaction through a material approach where it is a function of leisure and goods, and satisfaction can be maximized by the trade-off between work and leisure ( $S = f(\sum S_{leisure}, \sum S_{Work})$ ). According to them, leisure is pleasure, work is pain, consumption levels are a major determinant of well-being, and nothing else matters much to be a person satisfied or successful (Heady, 1993). The other studies by Kasser and Ryan (1993) and Derber (1979) investigated financial success as an aspiration of life success where success and happiness depend on procuring monetary wealth.

On the psychological side, studies explained satisfaction as the function of multiple factors such as personality, health, interpersonal relationships, and domain satisfaction ( $S = \sum S_{\text{Personality}}, \sum S_{\text{Health}}, \sum S_{\text{Relationship}}, \sum S_{\text{Domain}}$ ) where all of these factors are positively correlated with the level of satisfaction (Heady, et.al, 1984, 1985). The studies such as Janis and Mann (1979) and Juster and Courant (1986) have also related satisfaction as a function of activity and time spent on the activity ( $S = \sum S_{it}$ , where 'i' is the activity and 't' is time). As per the Modified Stocks-Flows Framework, which is a combination of economics and psychology, life is viewed as consisting of health, wealth and finance, friendship, leisure, family, and work (Moos et al., 1984, Henderson et.al, 1981; Sarason et ai, 1983).

Apart from the economic and psychological approach to explaining life satisfaction and success, modern studies are concentrating primarily on value preference and priorities (Inoguchi and Shin, 2008). This is a mixture of approaches such as management, economics, and psychology. It is due to the development of scientific approaches, changes in life values and practices, and new work culture. Besides the traditional practice of measuring satisfaction and assessing the extent of life success, the new approach focuses on the prevailing state of work-life practices, with more emphasis on non-material factors. It has also been observed that the new approach more concentrated on subjective social indicators based on the state of social and economic development (Schwarz et.al, 1998).

The discussions on subjective social indicators have already been in the literature since the early 1990s when researchers found an imbalance in personal life and work culture (Kumari, 2012). The discussions were decisive when women's labor force participation increased tremendously,

especially after the second world war (Narayanan and Narayanan, 2012). The deliberations on satisfaction and success of life were more focused on social aspects since the introduction of new economic reforms (Liberalisation, Privatisation, and Globalisation model – LPG), which had a significant impact on work culture.

### **1.1.2 Subjective Social Indicators as a Measure of Satisfaction and Success**

The empirical studies on satisfaction and life success based on subjective social indicators are generally known as ‘happiness research’ or the ‘new science of happiness’ named by Richard Layard (a British labour economist), which has got considerable interest from policymakers in recent years (Noll, 2013). Layard was a critic of traditional approaches to satisfaction and success (Happiness) and cites three factors that the ongoing studies fail to take into consideration; social comparison, adaptation, and changing tastes. This approach is emphasized the non-material and non-income aspects and is particular to the more of value-based elements. Still, there are critics of this approach who established a positive link between monetary elements (GDP) and the subjective well-being of a person (Stevenson and Wolfers, 2008).

The studies on subjective social indicators are explained satisfaction and success in multiple ways which can be organized into two categories; studies focused on (1) personal and relationship elements, and (2) work and professional characteristics.

On the personal aspect, Noll (2013) has defined satisfaction as two distinctive elements; well-being and ill-being (Noll, 2013). It has measured levels of stress, loneliness, and anxiety as the proxy of ill-being, and elements of quality of life as the proxy of well-being. There are numerous

empirical studies that have been aiming to identify the strong influence of genetics, personality, emotional distress, interpersonal relations, and other individual characteristics to demonstrate the extent of satisfaction (Noll and Weick, 2010; Lucas, 1999; Stenmarker, 2009). In addition to that, there are studies, especially in the field of management, emphasized the interpersonal relationship and well-being where studies found a positive relationship with interrelated aspects such as family, friends, co-workers, etc. (Milkie et.al, 2007; Merze et.al, 2009; Thomas et.al, 2017).

On the other hand, professional aspects related to life satisfaction and success are widely discussed in the literature, and in many studies, professional achievements itself defined as life success. On the empirical side, more recent research finds career expectations and professional achievements are important to life satisfaction with a significant correlation (Cheng et.al, 2014; Gao et.al, 2010). The studies by Du et.al (2015) and Joseph et.al (2014) found a significant positive correlation between success in academic and job domains with satisfaction in life. The study by Wang et.al (2017) has explained the relationship between career achievements and life satisfaction which provides a comprehensive understanding of how, why, and when career success can boost life satisfaction. In the other dimension, the studies have extensively discussed on work and life balance where it found a positive relationship between work-culture and life satisfaction (Narayanan and Narayanan, 2012; Kumari, 2012; Wilkinson et al, 2008; Saif et al, 2011).

To sum up, there exists a wide range of discussions and debates in the literature on measuring and assessing satisfaction and life success. The studies have included several factors to explain satisfaction based on the domain it relates and every model is liable for criticism due to its abstract nature. The idea of assessing life satisfaction started in the 17th century and there had extensive

research, theories, and empirical studies to explain the concept, incorporating all relevant elements significant to that time period. Recent research focused on the subjective social indicator with more emphasis on the personal and professional life of a person.

## **1.2 Research Gap and Problem Statement**

Deliberations on measuring and assessing life satisfaction and success are widely discussed in the literature and studies are explained satisfaction and success through multiple approaches. The approaches are varied from material to non-material aspects, objective monetary indicators to subjective-social factors based on the ongoing social, economic, and work culture. These methods are inconclusive due to their distinctiveness in particular aspects and are liable for criticism (e.g., Bok, 2010; Donovan and Halpern, 2002; Duncan, 2005). Apart from the traditional method of assessing satisfaction, recent research are focusing on subjective social elements (Noll, 2013). As observed in the literature, the empirical studies and theories based on subjective social indicators impotent to incorporate recent developments in the managerial elements, either emphasizing personal and relationship aspects or the professional and work culture elements.

Therefore, an inclusive approach of measuring satisfaction is important, especially in the time of highly competitive and dynamic global workplace practices, where people end up swapping one dimension of life with another. Such as swapping 'health' with 'money' or 'relationship' with 'profession'; only to reverse the sequence in the later part of life (that is swapping 'money' for 'health' and 'profession' for 'relationship'). Although personal wellness reflects upon professional excellence, whoever shows excellence in any of the spheres, either in personal or professional achievement; is probably not really satisfied with their life due to inconsistency in transforming



the benefits of professional excellency into personal fineness. So, a holistic approach to assess life satisfaction and success is a need of time considering the changing patterns of work culture and the development of social and economic.

### **1.3 Research Questions**

Based on the research problem, the study raises the basic question that how satisfaction and success in life can be explained and assessed based on the changing social, economic, and work environment. In order to answer this question, the study put forward a number of supplementary questions as follows:

- How to define and assess the satisfaction and success of a person?
- What are the factors that determine the satisfaction and success of a person?
- Is there any correlation and causation between multiple personal and professional elements of a person and the extent of satisfaction and success?
- How renowned persons in history and the present have maximized their life satisfaction and become successful?

### **1.4 Research Objectives**

This study primarily is an attempt to combine different components of satisfaction into a discreet index, that is inclusive of the personal, relationship, and professional qualities of a person by which

it can evaluate how one can sustain and retain throughout life by way of excelling both in the life and career.

It is aiming to explain success and satisfaction through a holistic approach by emphasizing the personal attributes, interpersonal relationships, and professional characteristics of a person. It also intends to develop a metric that allows measuring the extent of different components that contributes to life satisfaction. Based on the aim and the research questions mentioned above, the study will be focusing on the objectives as follows:

1. To find out factors influencing the satisfaction and success of a person.
2. To develop a metric to assess the extent of satisfaction and success based on the personal, relationship, and professional elements of a person.
3. To assess the effectiveness of PRP training on work-life satisfaction
4. To analyze the personal, relationship, and professional characteristics of successful persons and relate them to their PRPs score (Case Studies)

### **1.5 Potential Contribution and Probable Outcome of the Study**

The available literature and theoretical frameworks of subjective social indicators on assessing satisfaction and life success are restricted to the one-sided approach, i.e., either focused on personal or professional elements. Hence, this study will explain satisfaction and success through an inclusive and holistic approach based on the sample data and case studies, which will be the key contribution of this study.

Theoretical and empirical studies that are combining multiple social indicators to a unique value for assessing satisfaction and success are not many in the literature. It is observed the importance of an inclusive functional model to measure life satisfaction based on the cumulative elements of subjective social components of a person. Hence, this study will provide a functional model and a quantitative concept to evaluate and assess the satisfaction and success of a person. Through the functional model and metrics, one can assess the personal, relationship, and professional strengths and weaknesses that turn into a more satisfied and successful life. This will come up with a theoretical platform by which to ensure the holistic growth of an individual by balancing work and life. The proposed study is expected to provide insight in to the concept of life success and satisfaction incorporating conventional approaches and changing work culture.

## **CHAPTER II**

### **REVIEW OF LITERATURE**

#### **2.1 Theoretical Framework**

Studies in philosophy, psychology, and management have explained the meaning of life in different dimensions, and mostly, the definitions tend to be biased to the context it considers. It also depends on the framework and perspective the term is explaining. For example, Levy (2005) has defined life as downshifting, Agar (2013) as genetic enhancement, Bradford (2015) as making achievements, Schinkel et.al. (2015) as educational attainment, and Ferracioli (2008) as producing children, etc. The ‘meaning’ itself denotes achieving something such as values and standards in life. Hence, defining the meaning of life always leans on parameters and is dependent on factorial elements.

The studies on life, its success, and satisfaction are rooted in the enlightenment thinking era, roughly the 18th century where self-actualization and happiness became central values to society (Saris et.al., 1996). Society is counted as means of providing needs for a good life. This conviction manifested the thoughts of utilitarian doctrines, especially in the 19th century, where the best society is one that provides the greatest happiness for the maximum number of people. The concepts again diverted to welfare aspects during the 19th century inspired by the various social reforms. Parameterization and scientific approach to the assessment of success and satisfaction of life began in the 20th century when the new framework give precedence to literacy, health, poverty, etc.

Several statistical measures have also been established to assess the extent to which improvement had been accomplished. The advancements of these parameters resulted in the concept of a welfare state that ensures the quality of life particular to the material standard of living. The extent of progress is measured in terms of monetary gains in a wider perspective such as security and equality. These developments lead to concentrated research on inequality, poverty, and unemployment as a means of the quality of life.

Although, the welfare approach is criticized for its biasedness of economic elements (Saris et.al., 1996). Hence, the search for an appropriate non-economic and social approach began in the 1970s. Several initiatives were undertaken such as expert conferences by OECD (UN), social indicator studies by semi-government agencies (Netherland, US), research programs in universities (Germany), periodic quality and living surveys (Sweden, US), and the establishment of a statistics bureau (Sweden). Later, several countries published books in the area such as ‘Social Indicator of Well-being’ by Andrews and Withey (1976), ‘The quality of American Life by Campell et.al. (1976), and ‘The Social Progress of Nations’ by Estes (1984).

Today, the social indicator framework of assessing life success and satisfaction is one of many established social scientific specializations. International journals such as ‘Social Indicators Research’ promotes empirical studies and publish contributions from psychology, economics, and sociology.

The assessment framework was again modified in the post-liberalization period due to its inefficiency in accommodating changing work culture practices. The major change was incorporating managerial elements in the framework owing to raising concerns about work-life

balance. This framework integrated various approaches such as philosophy, psychology, economics, and management to have a better explanation of life and satisfaction. Several studies have also been published with special emphasis on the personal (Stenmarker et.al., 2009; Du et.al, 2015), relationship, and professional aspects (Thoams, 2017; Psycnet, 2022).

In contrast, historical and contemporary literature on normative, theoretical, and empirical approaches to defining life success and satisfaction are extensive and the framework of assessment is modified based on the state of knowledge. This chapter explains major deliberations and attempts to capture a unique approach that confer the satisfaction and success of life.

The chapter is categorized into six sections as follows. The second section explains the major definition of life, success, and satisfaction. The third section documents the theoretical explanations by different subject domains. The fourth section provides empirical studies and determinants and the fifth section explains the methodological deliberations. The sixth section concludes the chapter.

## **2.2 Defining Life and Life Success**

The satisfaction or success of life is an abstract feature reliant on the state of knowledge, time, domain, etc. It has been phrased with different terminologies such as well-being (psychology), utility and welfare (economics), satisfaction and happiness (philosophers and psychology), etc.

Broadly, the definitions can be categorized into objective and subjective aspects. Subjective life satisfaction indicators use self-evaluation of their satisfaction. It assumes a person has the capacity to assess life in the context of relative standards. Also, he can identify the significant components

of his life and how important it is (Myers and Diener 1995). Generally, it is equated with positive life experiences (Andrews and Withey, 1976).

On the other hand, objective variables consist of quantitative and observable factors which allow people to meet their needs and experience subjective life satisfaction. It enables common variables, and comparison between individuals while incorporating diverse influences (Campbell, 1981). It is also equated with access to material goods and services which are generally termed as 'the general requirements for happiness' (Prescott-Allen, 2001).

According to Costanza et.al (2013), the objective definition of life satisfaction can be explained by four factors; (1) Built Capital, (2) Human Capital, (3) Social and Cultural Capital, and (4) Natural Capital. The built capital is the infrastructure that can satisfy the basic needs of a person such as mobility, shelter, communication, etc. Human capital consists of knowledge, physical well-being, and mental health that meet an individual's needs such as employment, development, freedom, creativity, spirituality, etc. The Social and cultural capital includes factors that fulfill human needs such as affection, belongings, and participation. It comprises social networks and connections, social norms and practices, and cultural heritages. Natural capital is the combination of the other three where it provides an eco-system for survival, habitat, and sustainability of all-natural resources required for economic production.

According to Veenhoven (1996), life satisfaction is a state of mind and an indicator of the quality of life that denotes how well people thrive together with mental and physical health. It is the degree to which a person evaluates the quality of life as-a-whole.

In short, life satisfaction and success combined with multiple factors and definitions can vary from person to person. The elements and objects in the definition may be influenced by the time, field of study, purpose, and other preferred criteria. This study approach life satisfaction as an abstract feature cumulative of subjective and objective elements of personal and professional features.

## **2.3 Theory of Life Success and Satisfaction**

There are distinctive theories explaining the various dimension of life success. The theories by economists, psychologists, and new home economists are the more debated in the literature.

### **2.3.1 Economic Theories**

The economic theories that deal with satisfaction and well-being are termed as welfare and more specifically the utility. The concept's origin has a long tradition in economics discipline back to the writings of the sixteenth and seventeenth centuries (Starck, 1952). Bentham, an economist during the seventeenth century, referred to the concept of utility as a measure of happiness that could be a cardinal variable and comparable between individuals. This concept prevailed until Pareto (1909) conceptualized the ordinal measures of utility and it became prominent in the economic theories thereafter. However, the major challenge of ordinal measures is it cannot compare the interpersonal level of utility which is important in economic policies. Hence, the discussion again concentrated on the modified cardinal concept.

Most of the cardinal-based studies of estimating life satisfaction are focused on material factors such as income and consumption of goods (Christensen et al 1975; Jorgensen et al 1980, Saunders



1996). Still, some economists believe in other factors such as social connections and education that have a significant impact on life satisfaction (Tinbergen, 1991).

There is a misbelief that economists always equate life satisfaction with income or consumption. In fact, they always define welfare as satisfaction or well-being, and in principle, they have the same focus that psychologists do. Traditionally, the economist considered satisfaction as two explanatory factors; consumption and leisure.

$$W = f(C, L)$$

(Where welfare [w] is the function of consumption and leisure)

According to this theory, life satisfaction can be maximized by the trade-off between leisure time and consumption. Thus, welfare theories make three assumptions for satisfaction: (1) the level of consumption can determine the well-being of the people, higher consumption indicates higher satisfaction, (2) leisure is pleasure and work is displeasure, being at rest is more pleasure, and (3) nothing else can influence the satisfaction of a person. The economic theories assume that cardinal measurement of satisfaction is impossible and ordinal are worthless. Hence, satisfaction is people's score on leisure and consumption.

However, the study by Heady et.al (1985) has identified that these three assumptions are false in the analysis of Victorian Quality of Life Survey (VQOL). Similar results are found by Holmstrom (1985) and Robinson (1977) where people have slightly higher satisfaction with working than leisure. In addition, the correlation between consumption and satisfaction is expected to be high

according to this theory (as per the second assumption), but the result found a comparatively small coefficient. Finally, the assumption that nothing else matters much was also found false where many other variables are important to include in the usual equations. Supporting to this theory, the study by Kubiszewski et.al (2018) found a positive correlation between life satisfaction and free time with a coefficient of 0.098, although it is not statistically significant.

The other dimension of the economic explanation of life success is the standard of living where a higher standard of living is meant for higher life satisfaction and success. But it is criticized by Downshifeters such as Leavy (2005) on account of value addition and meaningful activities. According to Inglehart et al. (2008), economic indicators can't themselves define well-being and life satisfaction at the national and individual levels.

### **2.3.2 Psychological Theories**

Besides the economic views on satisfaction and life success, psychologists take a quite dissimilar approach with more emphasis on subjective elements using the ordinal scale of measurements (Andrews and Withey, 1976). They treat satisfaction as multidimensional and cite simulation studies using OLS models that are quite robust using ordinal scales (Hanushek and Jackson, 1977). They define life success as a mental state, and it is not about balance sheets and income statements (Marrero, 2013).

Like economists measure satisfaction, psychologists also have a functional model to explain the concept. Here, the welfare or well-being is defined as a function of personality, personal network, health, and domain satisfaction as in the following equation:

$$W = f(\text{Personality, Personal Network, Health, Domain Satisfaction})$$

(Where 'W' is the welfare which is the function of Personality, Personal Network, Health, Domain Satisfaction)

### 2.3.3 The 'New Home Economic' Theories

The 'New Home Economics' theories proposed by Juster et.al. (1985) bring economic and psychological theories closer together to explain satisfaction in a better way. The economic theories of well-being rest more on the variables (such as leisure and consumption). On the other hand, the theories of psychology concentrate on subjective elements such as health, social network, and personality. An updated conceptual framework of well-being developed in the 'New Home Economics' integrates economics and psychological sides to provide a more valid theory (Juster and Stafford, 1985; Juster and Courant, 1986). According to Juster et.al (1985, 1986), both economic and psychological elements are important to define well-being and its determinants to be distinguished between 'stocks' and 'flows'.

The 'stock' is explained broadly that includes not only the conventional tangible assets considered by the economists but also intangible capital assets such as stocks of social support and networks, family, environmental assets such as sun and air, and socio-political assets such as security, freedom of choice. Instead, the term 'flow' consists of daily activities (time uses) such as work, production, leisure, and biological maintenance (Juster et.al, 1981). The 'stock' and 'flow' are used to produce varieties of output (both tangible and intangible) that eventually turn to satisfaction and well-being. Juster et.al (1985, 1986) also propose two equally important types of well-being

to validate the concept of ‘stock’ and ‘flow’ which he terms “state of being’ and ‘process well-being’. The ‘state of being’ is the utility of being in diverse situations in society. The ‘process of well-being’ is produced by the intrinsic activities engaged by the individual. The functional model of the stock-flow framework can be explained as follows:

$$W = \sum_i [(W_i t_i)]$$

Where  $W_i$  represents satisfaction obtained from activity ‘i’ and ‘ $t_i$ ’ represent time spent on the activity.

The studies such as Janis and Mann (1979) and Scitovsky (1976) mention the limited scope of economics and psychology in defining life satisfaction. According to them, life satisfaction depends on many factors and people need not spend much time doing things they enjoy, instead, they need enough opportunities for different stimulating activities. The other criticism of the stock-flow framework is by Heady and Wearing (1993) who found no correlation between life satisfaction and stock-flow factors. Hence, a modified Stock-flow framework is developed that views satisfaction as consisting of six factors incorporating both psychological and economic factors such as leisure, work, finance, family, friendship, and health.

#### **2.4 Empirical Studies on Determinants of Life Success and Satisfaction**

The recent literature on the concept of life satisfaction and success has proposed multiple models to explain the determinants. Particularly, the studies based on the social and economic aspects that are found a significant association with economic and social variables. Many of these have

explained the theories based on empirical analyses to examine how the extent of success and satisfaction varies among the different segments of the same society. Explanations are heterogeneous, moreover, it is depended on the factors such as race that a person belongs to, the community, religion, geography, beliefs, social, economic, etc.

Generally, material comforts are considered a vital factor in life satisfaction. However, according to Leavy (2005), increasing the standard of life may not increase life satisfaction such as material comforts, instead, people find meaningful activities that add value in life as a means of satisfaction.

The study by Gerdtham and Johannesson (2001) investigated the relationship between life satisfaction and socio-economic factors and found that satisfaction positively correlated with income, health, and education, and negatively related to unemployment, gender (male), and marital status (being single).

The study by Kubiszewski et.al. (2018) has correlated self-reported life satisfaction with subjective and objective elements of an individual to explain satisfaction. It found a U-shaped relationship between life satisfaction and age where less satisfaction is observed among the middle age groups. Similar findings have also been in the studies such as Oswald (1997), Blanchflower and Oswald (2004), and Graham et al. (2017), which observed higher life satisfaction among the lower and higher-aged people.

Clark and Oswald (1994) also examined the relationship between the socio-economic factors with a special focus on employment to life satisfaction and found a negative relationship between unemployment and level of happiness. The study observed a U-shaped relationship between age

and a negative with education. However, it does not find any consistent association between the level of satisfaction and income.

Income and satisfaction have a different trend where people are highly satisfied with a lower level of income (positive correlation), however, the satisfaction is sharply decreased corresponding to a higher income level (negative correlation) (Kubiszewski et.al., 2018). Conversely, the studies such as Easterlin (1995), Blanchflower and Oswald (2004), and Peiro (2006) found a positive correlation where life satisfaction (self-reported) increased with an increase in the income level of people.

The relationship with employment is also similar to the trend in income where it found a positive correlation between fewer hours worked and a negative correlation with higher hours (Kubiszewski et.al., 2018). On the contrary, the studies by Clark and Oswald (1994), and Winkelmann and Winkelmann (1998) found a positive correlation, where employed people have higher life satisfaction (self-reported).

Social factors such as marital status and relationships can also be a factor in life satisfaction. The studies by Stutzer and Frey (2006) and Bjørnskov et al. (2008) observed that people in a relationship and who are married have comparatively higher life satisfaction (self-reported) than that unmarried and not in a relationship.

Satisfaction or success in life also depended on the level of education that one attained. The studies by Peiro (2006) and Dolan et al. (2008) have found a positive relationship between life satisfaction

(self-reported) and education level, where higher satisfaction is reported among higher years of education.

The other dimension of explaining life satisfaction is health. The earlier studies on defining life satisfaction and success are more dependent on the health aspects where the diseases are threatening human life. So, people considered being healthy a fortune and contributing more to life satisfaction. Some of the recent studies such as Gerdtham and Johannesson (2001) and Peiro (2006) also observed health as determining factor of overall life satisfaction (self-reported). The study also found a significant difference in the categorical variables such as gender, marital status, and employment, where categories such as gender (women), Marital status (married), and employment (employed) have higher satisfaction by 0.06, 0.28, and 0.46 points correspondingly. The regression result reveals that all the subjective variables are significant with positive coefficients, where health (0.189), shelter (0.140), and safety (0.129) have the highest coefficient value, meaning that these factors have a higher impact on life satisfaction. Moreover, the study found that objective conditions of an individual can explain his satisfaction by 12 percent whereas subjective elements can explain 49 percent.

Apart from socio-economic factors, studies found geography as a significant factor in life satisfaction. In this regard, Sørensen (2021) has analyzed satisfaction based on the urban-rural peculiarities and found a 'rural happiness paradox'. The rural happiness paradox' is a term that indicates higher satisfaction among rural people in developed countries. In the same vein, the study by Piper (2015) found lesser satisfaction among urban people in developed countries. Other

country-specific studies such as Okulicz-Kozaryn (2017), Gerdtham and Johannesson (2001), and Lenzi and Perucca (2016) also observed lower levels of life satisfaction in capital cities.

According to Sørensen (2021), location satisfaction, social capital, and access to natural amenities are the three major reasons for higher satisfaction in rural people. All these factors are expected to be positively correlated to life satisfaction. Similar to that, the study by Sørensen (2014) found frames of comparison and level of social capital as the reason for higher satisfaction in rural areas. On the other hand, the study by Easterlin et al. (2011) using data from developed, developing, and underdeveloped countries from 2005-2008 found lesser satisfaction in rural people in developing countries and higher in developed countries.

To sum up, life satisfaction is a function of several factors such as income, health, age, social factors, education, geography, marital status and relationship, employment, rural-urban peculiarities, etc. Studies found a significant positive and negative association with these factors. Although, the functional models either focused on the objective elements or the subjective and an inclusive model incorporating relevant managerial elements is not many in the literature and that is the time required.

## **2.5 Subjective Social Indicators of Life Satisfaction and Success**

Scholars and policymakers worldwide are progressively concerned about the measurement of well-being and satisfaction to maximize it. The approaches were improved from enlightenment thinkers to materialistic and to postmaterialists. Still, there is a growing concern that increasing Per Capita Income (PCI) will not lead to well-being, and factors such as social and economic factors are not



capable of assessing precise satisfaction (Diener and Seligman, 2004). Hence, recent studies focus more on subjective well-being to assess life satisfaction (Takashi and Doh, 2009).

The new concept became more popular after the 1960s when many western countries followed the concept of the welfare state and adopted a post-materialistic approach to life success and satisfaction. At the time, there appeared a political agenda to limit the importance of the materialistic approach such as economic growth in measuring welfare and this called for a wider framework known as subjective well-being. Subjective well-being is conceptualized as a multi-level phenomenon and multi-dimensional approach where the individual can consider all the aspects that they think are significant to them and judge their satisfaction. Apart from the earlier framework, subjective well-being incorporates economic, socio-psychological, and managerial elements to have a better measure of life success and satisfaction.

There are two distinct approaches to subjective well-being to define life satisfaction; firstly, the elements focused on personal and relationships, and secondly, elements particular to work and professional characteristics. The studies on the personal approach have emphasized the levels of stress, loneliness, and anxiety as the proxy for life satisfaction and it has a negative influence (Noll, 2013). Other studies such as Noll and Weick (2010), Lucas (1999), and Stenmarker (2009) highlighted the strong influence of personality, emotional distress, interpersonal relations, genetics, and unique individual characteristics to assess the extent of satisfaction. The factors related to relationships such as family, friends, co-workers, etc. have also been discussed in the literature by Milkie et.al (2007), Merze et.al (2009), and Thomas et.al (2017) and found a positive

association with life satisfaction. The study by Allen (2001) found a positive correlation between a family-supportive work environment and life satisfaction with statistical significance.

On the other hand, studies by Cheng et.al (2014) and Gao et.al (2010) has found a positive relationship between life satisfaction and professional achievements. More specifically, Du et.al (2015) and Joseph et.al (2014) found a significant positive correlation with educational attainment and job profile. The work-life-balance is the major concern related to professional satisfaction where studies by Narayanan and Narayanan (2012), Wilkinson et.al (2008), and Saif et al (2011) have found a positive association where less work-life balance leads to less life satisfaction. The study by Kumari (2012) found a positive correlation between time with family and level of satisfaction.

Following subjective well-being on the personal aspects, the study by Takashi and Doh (2009) has explained a theoretical model that provides a systematic account of the quality of life by combining three sets of conditions: (1) objective conditions; (2) value priorities; and (3) living ways. This model hypothesis that life satisfaction primarily depends on value preferences and priorities. It proposes a number of theoretical approaches to assessing life satisfaction. Firstly, human values can differ across various segments of the same population. Secondly, people evaluate their life according to their individual conceptions of what is right and wrong in life which also depends on how they evaluate other people. So, there is no definite association between a sense of well-being and their standard of living. Finally, there is a negative relationship between over-crowded material well-being and life satisfaction. Thus, enhancing life satisfaction depends more on mental goodness and less on economic growth.

The study Puttuswami and Jacob (2017) emphasized the subjective well-being on the professional aspects. The study tested the ‘Greenhaus and Allen’ model of work-family balance (WFB) and it found that work-family conflict and work-family facilitation can predict life satisfaction.

There are other studies that point out the subjective social elements such as family conflict (Amstad; Meier; Fasel; Elfering; and Semmer, 2011), work and family stress (Edwards and Rothbard, 1999), support at work and home (Ferguson; Carlson; Zivnuska, and Whitten, 2012), work and family roles (Greenhaus and Beutell, 1985), personality in the work-family experience (Wayne; Musisca; and Fleeson, 2004), and Social Support (Zhang; Lin, and Wan, 2015).

To sum up, subjective social elements can explain life satisfaction better than the traditional approach and many recent studies suggest significant determinants influencing satisfaction. Such studies considered personal and professional elements distinctively that did not pay attention to the combined impact where life satisfaction is collective of both personal and professional elements.

## **2.6 Conclusion**

This section has explained the deliberations of life success and satisfaction through different dimensions. It is observed that there is no unique definition and well-accepted account of life success; however, studies are explained according to their preferred criteria and field of domain.

The earlier studies that defined life satisfaction emphasized material well-being and derived the concept of utility. It was before industrialization that necessities such as food and health were considered as the major life goals. Later, the process of industrialization and thereby economic

development altogether led to the importance of monetary elements that improved living standards. The accumulated material well-being preceded the stagnation of satisfaction and lead to the concept of work-life balance. At the same time, many studies have been published in psychological aspects that prioritized social and mental characteristics for defining life satisfaction. Later, many studies and databases were published and life satisfaction got more policy-related questions.

The liberalization and globalization policies, especially during the beginning of the 20th century, have raised concerns related to different work cultures and new ways of satisfaction. Accordingly, material approaches to life satisfaction turned to subjective social elements influenced by the changes in lifestyle, perceptions, and work culture. Many studies have also been published in managerial science focusing on inter and intra-personal attributes and professional parameters. However, such studies are restricted to the one-sided approach, i.e., either focused on professional or personal aspects.

It also observed the significance of an inclusive approach to measuring life satisfaction based on the collective subjective social components inclusive of both personal and professional parameters. Thus, this study proposes a functional model to explain and assess the life satisfaction and success of a person using diverse elements of everyday life. The model can provide personal, relationship and professional attributes of a person that turn into a more satisfying life.

## **CHAPTER III**

### **METHODOLOGY**

#### **3.1 Discussions on Measuring Life Success and Satisfaction**

A major debate in the methodological aspects of measuring success and satisfaction is using an appropriate type of measurement. The discussions are concentrated on whether responses should treat as nominal or cardinal. The study by Ferrer-i-Carbonell and Frijters (2004) compared the results from the different models that used both ordinal and cardinal measures of satisfaction and found a difference in the result. However, the study by Kristoffersen (2017) examined life satisfaction within the subjective well-being scores by comparing both ordinal and cardinal and found compatibility in both measurements. Still, Kristoffersen (2017) supports using ordinal measurement as the utility is inherently unobservable.

In the same argument, the studies by Gregori et al. (2015) and Manning et al. (2016) also used the ordinal nature of measurement. According to other studies by Rendina-Gobioff (2002), Newsom (2012), and Ng (1997), difference in their estimates and results. Hence, one can't say one is superior to the other, it is all about the relevance and context of the study.

However, the study by Kubiszewski et.al (2018) measured satisfaction using cardinal (continuous variable) to have greater flexibility in the use of parameters and differentiate the responses with more precision. Moreover, the continuous data allows for more statistical analyses such as the Ordinary Least Square (OLS) estimations. The study measured life satisfaction using a self-reported response to the question "All things considered, how satisfied are you with your life?".

The responses were computed using a '0' to '10' point Likert scale where 10 stands for totally satisfied and 0 stands for totally dissatisfied. The study estimated four models to examine the relationship in a better way.

The first model examines the relationship between life satisfaction and subjective variables. The estimation model is as follows:

$$\text{Life Satisfaction of a Person}_i = \alpha + \beta [\text{Specific Satisfaction}]_i + \epsilon_i$$

Here, ' $\alpha$ ' is the satisfaction level without the influence of any factor and ' $\epsilon$ ' is the error indicates influence of factors that are not included in the model. The specific satisfactions are the subjective elements of an individual.

The second model is to examine the relationship between life satisfaction and objective variables (such as employment, income, etc.). The model is as follows:

$$\text{Life Satisfaction of a Person}_i = \alpha + \gamma [\text{Objective Variables}]_i + \epsilon_i$$

(The objective variables include the employment status of a person, house disposable income, etc.)

The third model is to combine first and second model, that is to examine the relationship between life satisfaction and subjective and objective variables together in the model. The model is as follows:

$$\text{Life Satisfaction of a Person}_i = \alpha + \beta[\text{Specific Satisfaction}]_i + \gamma[\text{Objective Variables}]_i + \epsilon_i$$

The intention of fourth model is to examine the relationship between specific satisfaction and objective variables. The model is as follows:

$$\text{Life Satisfaction Variable of a Person} = \alpha + \gamma [\text{Objective Variables}]_i + \varepsilon_i$$

The study by Sørensen (2021) has also used an OLS method to explain the relationship between self-reported satisfaction with a spatial location using the following model:

$$W_i = \alpha + \beta X_i + \varepsilon$$

Where ‘W’ is the reported life satisfaction of a person ‘I’ and ‘X’ is the spatial location explanatory variables. The model also included socio-economic parameters that are found relevant in previous research. Hence ‘X’ can be explained as follows:

$$X_i = f [\text{type of location}]_i + [\text{gender}]_i + [\text{age}]_i + [\text{health}]_i + [\text{marital status}]_i + [\text{sibling status}]_i + [\text{level of education}]_i + [\text{employment status}]_i + [\text{income level}]_i$$

The other dimension of methodological discussion on measuring life satisfaction is its computation where the concept is purely nonfigurative. According to Sørensen (2021), life satisfaction is viewed as a cognitive element of well-being and it must be assessed through cognitive components. The study by Gerdtham and Johannesson (2001) measured life satisfaction as a utility which is measured by an ordered categorical question at three point-level (not happy, happy sometimes, happy most of the time) and used a Probit Model to estimate it. The total sample for the study was 6773 between the age of 18 to 76 years. According to this study, individuals are assumed to derive happiness according to the following equation:

$$U_i = U_i(h_i, x_i, S_i)$$

Here 'U<sub>i</sub>' is the happiness of an individual (i), 'h<sub>i</sub>' is the health status, and 'x<sub>i</sub>' is the vector of consumption. 'S<sub>i</sub>' is the vector of socioeconomic factors. It assumed happiness is cardinal, comparable between individuals, and can transform to a+bx form (positive affine transformation, where 'a' and 'b' are constant and greater than zero and the same for all individuals).

Usually, studies measured life success and satisfaction in two ways; (1) self-reported satisfaction and (2) specified measurable parameters. The studies such as Okulicz-Kozaryn (2017), Lenzi and Perucca (2016), and Kubiszewski et.al (2018) measured life satisfaction based on a self-reported method. A similar method has been used in many surveys such as the World Value Survey (WVS), European Social Survey (ESS), and European Quality of Life Survey (EQLS). These surveys quantified life satisfaction by asking an exact question "All things considered, how satisfied are you with your life as a whole these days?". The responses were measured on a 10-point Likert scale where 0 stand for dissatisfied and 10 stand for satisfied.

The major advantage of self-reported measures is that they can capture satisfaction both in subjective and objective dimensions, and response is always assumed to be precise as it is reported by themselves. However, comparing such measures will be a major question as the term satisfaction or well-being is an abstract term. According to Helliwell and Putnam (2004), self-rating satisfaction may largely depend on short-term expressions and present socio-economic situations, which must appear in the long-term and more stable evaluations. In this opinion, more validated parameters are required for measuring life satisfaction in a consistent and justified



method. Although, both measurements have been extensively used in the literature and many studies prefer satisfaction parameters as they are more stable (Sørensen, 2021).

According to Kahneman (2011), the use of subjective methods, such as survey methods to measure life satisfaction by asking intrinsic questions has its weakness as scores can vary depending on the factors such as personality, cultural norms, incidents that happened recently, daily mood, and other factors that cannot account for in a survey. It can also be varied based on the relative improvement in the past condition and current stand of living (Kahneman, 2011).

The study by Clark and Oswald (1994) measured happiness based on the combination of 12 psychological questions on distress. The responses were combined and converted into a 12-point scale as an index of happiness. This method is criticized by two ways; (1) it is not a comprehensive approach that excluded many relevant factors, (2) the dimensions of happiness may not be equally important to person to person.

### **3.2 Operationalization of Theoretical Constructs**

This study defines life satisfaction as a function of the personal, relationship, and professional elements of a person. In order to measure life satisfaction, it makes use of two distinctive approaches for comparison. Firstly, satisfaction is measured using a self-reported value, similar to many other studies used in the literature. It is a response to the question “All things considered, how satisfied are you with your life?”. The responses were computed using a 0–10-point Likert scale where 10 stands for totally satisfied and 0 for totally dissatisfied. The second approach is corresponding to the definition of life satisfaction which is relied on the personal, relationship, and

professional aspects of a person. The functional model of the definition of life satisfaction can write as follows:

$$\text{Life Satisfaction of a Person}_i = X_i, \text{ personal} + X_i, \text{ relationship} + X_i, \text{ professional}$$

The  $X_i$  is the coefficients of personal, relationship, and professional characteristics of the person.

The personal, relationship, and professional elements of a person are captured by asking 15 latent questions for each category on a 10-point scale. This value is converted to an index by using the following formula:

$$\text{Personal Index of Person} = (\sum_{i=1}^{15} X_i) / N, (X_i = \text{Personal Elements})$$

$$\text{Relationship Index of Person} = (\sum_{i=1}^{15} Y_i) / N, (Y_i = \text{Relationship Elements})$$

$$\text{Professional Index of Person} = (\sum_{i=1}^{15} Z_i) / N, (Z_i = \text{Professional Elements})$$

Accordingly, these values are converted to a single index to get the overall satisfaction of a person (PRP Score) using the following formula:

$$\text{PRP Value} = [((\sum_{i=1}^{15} X_i) / N + (\sum_{i=1}^{15} Y_i) / N + (\sum_{i=1}^{15} Z_i) / N) / 10]$$

The PRP values varies from 0 to 1 (min=0 and max=1). A value near one indicates that the combined index of personal, relationship, and professional elements of a person is high. The higher level of PRP value with a balancing score in personal, relationship, and professional elements is assumed to have higher self-reporting life satisfaction.

With respect to the individual objective, the first objective of the study is to analyze the factors influencing life satisfaction which will be analyzed using correlation and regression analysis incorporating relevant explanatory variables used in the literature so far. The second objective is to develop a metric to assess the extent of satisfaction which will be carried out using the individual and combined values of PRP. The third objective will be examined by correlation analysis to reveal the relationship between PRP score and self-reported life satisfaction. It will also examine how the personal, relationship, and professional indices of a person are associated with self-reported satisfaction. The final objective will be carried out using purposive case studies of persons who are succeeded in their personal life and professional career. The study will make use of primary data which will collect using a scheduled questionnaire among 300 people in the southern region of India (Kerala, Tamilnadu, and Karnataka) and online survey among the PRP training programe. The sample for the case study will be selected globally analyzing the success stories of eminent personalities.

### **3.3 Sample and Data Collection Procedures**

#### **3.3.1 Sample Selection**

Target Population: The study aims to understand life satisfaction and success in the post-modern era, encompassing individuals from diverse socio-economic backgrounds. It is designed to provide insights into how people from different socio-economic backgrounds, living in the contemporary, technologically advanced, and culturally diverse post-modern era, perceive and experience life satisfaction and success.

**Inclusion Criteria:** Individuals aged 18-65 with varying professional backgrounds and socio-economic statuses. It will be beneficial for comprehensive adult representation, relevance to the work-life dynamics, professional diversity, and socio-economic variations. It will be more ethically sound, data-rich, and its conclusions more applicable to a larger segment of the population, thus enhancing the study's overall impact and relevance.

**Exclusion Criteria:** Individuals with severe mental health conditions that may impact their ability to participate. It helps ensure the integrity of the data collected, and maintains the study's focus on assessing the impact of PRP training on life satisfaction without the confounding effects of mental health variables.

### 3.3.2. Sampling Method:

**Stratified Random Sampling:** Stratify the population based on age, profession, and socio-economic status. Randomly select participants from each stratum. By using stratified random sampling, it is aiming to create a sample that is highly representative version of the population with regard to key characteristics relevant to the study. This approach enhances the generalizability of the findings and helps ensure that conclusions are based on a sample that accurately reflects the diverse population.

### 3.3.3. Recruitment:

**Collaborate with Organizations:** Partner with diverse organizations to access participants from different professional backgrounds. Partnering with diverse organizations to access participants

for the survey enhances the diversity, representativeness, and practical relevance of the data, while also potentially making the data collection process more efficient and ethically sound.

#### 3.3.4. Data Collection Instruments:

**Surveys and Questionnaires:** Develop structured surveys with Likert scale questions to assess life satisfaction, success, and various contributing factors. It offer a practical, efficient, and effective way to gather data on subjective measures like life satisfaction, making them a popular choice in research.

**Interviews:** Conduct semi-structured interviews to gather in-depth insights into individual experiences, focusing on personal, relationship, and professional dimensions. It is a valuable tool for gathering detailed, qualitative data. They can provide a deeper understanding of the subjective, personal experiences of your participants, adding richness and depth to the study's findings.

**Case Studies:** Select a subset of participants for detailed case studies to understand specific success trajectories. It is a powerful tool for gaining a deep, contextual understanding of the specific ways in which PRP training impacts life satisfaction. They can provide detailed narratives that illustrate broader patterns and themes, adding a valuable dimension to the research findings.

#### 3.3.5. Data Collection Process:

**Online Surveys:** It offers practical benefits in terms of accessibility, anonymity, cost-efficiency, and data management. It allows to efficiently collect a large amount of data from a diverse participant pool, which is valuable for PRP training and life satisfaction.

Interviews: Conduct interviews either in-person or through video calls, recording responses for later analysis. It offer a depth of understanding that complements quantitative methods, enabling a thorough exploration of the impact of PRP training on life satisfaction from the participants' perspectives.

Case Studies: Gather detailed information through interviews, document analysis, and observations.

#### 3.3.6. PRP Training Assessment:

Implement PRP (Personal, Relationship, Professional) training for a subset of participants.

Assess Effectiveness: Administer pre- and post-training surveys and interviews to evaluate changes in life satisfaction and success. The t-test will employ to exmain the significance of difference among the people who are participated amd not participated.

#### 3.3.7. Data Analysis:

Quantitative Analysis: Use statistical tools to analyze survey data, identifying correlations between different factors and overall life satisfaction. It also use hypothesis tests such as t-test to examin the significant difference of satisfaction between different groups such as PRP trained amd not trained.

Qualitative Analysis: Employ thematic analysis for interview transcripts and case study narratives to extract meaningful insights.

### 3.3.8. Ethical Considerations:

Confidentiality: It will ensure the participant confidentiality and anonymize data during analysis and in post study.

## **3.4 Conclusion**

In this chapter, we delved into the methodological considerations of measuring life success and satisfaction, shedding light on the debates surrounding the type of measurement, be it nominal or cardinal. The literature review presented a spectrum of approaches, emphasizing the relevance and context of each study. The chapter also discussed the operationalization of theoretical constructs, particularly the diverse ways life satisfaction has been measured. Self-reported satisfaction, relying on respondents' subjective evaluations, has been a prevalent method.

To operationalize the theoretical constructs in this study, a PRP (Personal, Relationship, Professional) model was introduced, integrating self-reported satisfaction and objective indices. This model considers life satisfaction as a function of personal, relationship, and professional elements, providing a holistic perspective. The methodology detailed the survey questions and indices used to quantify these elements and generate a PRP score.

The sample and data collection procedures were outlined, emphasizing the importance of a diverse and representative sample to capture the multifaceted nature of life satisfaction. The inclusion of stratified random sampling, surveys, interviews, and case studies aims to provide a comprehensive understanding of individual experiences. The implementation of PRP training and its subsequent assessment adds an experimental dimension to explore changes in life satisfaction.

## CHAPTER IV

# UNRAVELING THE INFLUENTIAL FACTORS SHAPING LIFE SATISFACTION AND SUCCESS

### 4.1 Introduction

In the exploration of the intricate and subjective dimensions of satisfaction and success, this chapter delves into the multifaceted layers that define the human experience. The pursuit of these elusive concepts, as revealed through the literature, unfolds not as a linear trajectory but as a dynamic interplay of emotions, psychology, environment, economic factors, and societal expectations. The richness of this tapestry becomes apparent when considering the diverse facets of individual well-being.

Through the lens of scholarly studies and research articles, valuable insights are gleaned into the nuanced aspects of satisfaction. Diener and Biswas-Diener (2011) illuminate the personal and emotional dimensions that underlie an individual's sense of fulfillment, emphasizing the unique psychological makeup of each person. Csikszentmihalyi (2009) introduces the psychological state of flow, wherein individuals find deep satisfaction and a sense of success when fully engaged in activities aligned with their skills and passions. Deci and Ryan (2000) guide us through the intricate dance between internal motivations and goal pursuits, emphasizing autonomy, competence, and relatedness as fundamental psychological needs. The evolving nature of satisfaction and happiness is underscored by contemporary research, such as that of Lyubomirsky (2008), exploring intentional activities and individual agency as key contributors to long-term well-being.



It is evident that satisfaction and success are not isolated endpoints but continuous processes influenced by an array of internal and external factors. The dynamic interplay between mindset, societal norms, environmental surroundings, social connections, educational pursuits, economic stability, and health creates a mosaic that defines individual well-being. This holistic understanding holds profound implications for both individuals seeking personal fulfillment and policymakers tasked with crafting environments conducive to societal well-being. Recognizing the importance of social connections, mental health support, educational opportunities, and equitable economic structures can contribute to the creation of societies where individuals have the potential to flourish.

In essence, this journey through the complexities of satisfaction and success unveils a kaleidoscope of factors shaping the human experience. It serves as a reminder that the pursuit of well-being is not a destination but a continuous, ever-evolving journey, uniquely crafted by the interplay of internal aspirations and external influences. Embracing this complexity, the present study opens the door to a more nuanced and compassionate understanding of what it means to lead a satisfying and successful life.

#### **4.2 Psychological Foundations of Life Satisfaction and Success**

The intricate dynamics of life satisfaction and success are profoundly shaped by psychological factors, encompassing mindset, attitudes, and beliefs. This section delves into the wealth of scholarly studies and research articles that contribute significantly to our understanding of how these psychological elements exert a pivotal influence on an individual's pursuit of well-being.

Dweck's (2006) work plays a pivotal role in delineating the impact of mindset on life outcomes. Distinguishing between fixed and growth mindsets, Dweck reveals the contrasting perceptions individuals hold about their abilities. A growth-oriented mindset, characterized by the belief in the malleability of abilities through dedication and hard work, is associated with heightened levels of resilience. Individuals embracing a growth-oriented mindset view challenges as opportunities for learning and growth. Building upon this foundational work, studies by Rasmussen et al. (2009) and Scheier et al. (2021) further explore the positive correlation between optimism, an integral aspect of mindset, and physical health. These reviews underscore the substantial impact of optimistic outlooks on overall well-being, highlighting that individuals fostering positive mindsets are more likely to experience improved health outcomes.

Within the realm of psychological aspects influencing satisfaction, the concept of self-esteem emerges as a critical determinant. Baumeister et al. (1996) provide insights into the intricate relationship between self-esteem and behavior. While commonly associated with positive outcomes, this research reveals the potential dark side, demonstrating that individuals with fragile self-esteem may respond aggressively when their sense of self is threatened. In parallel, the concept of self-efficacy, extensively explored by Bandura et al. (1999) through their Social Cognitive theory, emphasizes the belief in one's ability to succeed in specific situations. High self-efficacy, according to this theory, inclines individuals to approach challenging tasks with confidence and persistence, thereby influencing their levels of satisfaction and success.

Synthesizing the findings from these studies, a clear pattern emerges: a positive mindset characterized by a growth orientation, resilience, and a belief in personal development

significantly influences an individual's satisfaction and success. The nuanced interplay between self-esteem, self-efficacy, and cognitive processes intricately shapes how individuals navigate challenges, make decisions, and ultimately achieve their objectives. This exploration, accompanied by case studies and research findings, contributes to a holistic understanding of the profound impact of psychological factors on the human experience, setting the stage for a comprehensive examination of factors influencing life satisfaction and success.

#### **4.3 Health and Well-being: Interplay of Physical and Mental Dimensions**

The intricate connection between health and well-being serves as a fundamental cornerstone in the complex mosaic of individual satisfaction and success. Physical and mental facets of health collaboratively contribute to shaping an individual's overall life satisfaction, with research studies providing valuable insights into this interdependence. The seminal work by Diener et al. (1999) stands as a pivotal exploration of the bidirectional relationship between life satisfaction and physical health. This study illuminates the intertwined nature of subjective well-being and physical well-being, revealing that individuals with higher life satisfaction often exhibit superior overall health.

Lifestyle choices, particularly concerning exercise and nutrition, emerge as pivotal factors influencing overall satisfaction. Penedo and Dahn (2005) provides a comprehensive overview of the mental and physical health benefits associated with regular physical activity. This research underscores the positive impact of exercise not only on physical health but also on mental well-being, contributing significantly to an enhanced sense of life satisfaction. Furthermore, Jung et al. (2017) delves into the intricate dynamics of mental health literacy and its influence on attitudes

toward seeking help. This study sheds light on societal aspects that impact mental well-being, underscoring the importance of comprehending and addressing mental health concerns within the broader context of individual satisfaction and success. It also found that the mental health awareness and access to healthcare services as critical components in the pursuit of satisfaction and success.

This section has intricately delved into the interconnected threads of health and well-being, shedding light on how the synergy between physical and mental aspects significantly shapes life satisfaction. The studies illuminated the tangible repercussions of lifestyle choices, mental health awareness, and healthcare accessibility on individuals' journeys toward satisfaction and success. By synthesizing insights from literature, this exploration has endeavored to offer a comprehensive understanding of the central role that health plays in the intricate mosaic of individual well-being.

#### **4.4 Personal Development: The Dynamics of Goal Setting and Resilience**

At the core of personal satisfaction and success resides the realm of personal development - a journey distinguished by the tenets of goal setting, resilience, and the pursuit of self-actualization. The capacity to set and pursue meaningful goals, coupled with resilience in the face of challenges, significantly contributes to an individual's sense of fulfillment. The importance of goal setting in the pursuit of personal satisfaction is underscored by Locke and Latham (2006). Their theory of goal setting posits that specific and challenging goals, when coupled with feedback and commitment, lead to higher levels of performance and satisfaction. Exploring how individuals set, pursue, and achieve their goals provides valuable insights into the dynamics of personal development.

The concept of self-actualization, introduced by Maslow in his hierarchy of needs, represents the pinnacle of personal development. As individuals strive to fulfill their highest potential, understanding the role of self-actualization in the journey toward satisfaction becomes integral. The positive aspects of human striving, emphasizing the importance of the pursuit of excellence in personal development. This study provides a nuanced perspective on self-actualization, contributing to the broader understanding of its role in personal satisfaction and success (Maslow and Lewis, 1987).

This section aims to explore the facets of personal development, delving into the intricate dynamics of goal setting, resilience, and self-actualization. By drawing on this literature, this exploration seeks to contribute to a comprehensive understanding of the multifaceted nature of personal development and its impact on individual well-being.

#### **4.5 Social Factors: The Interplay of Relationships and Social Support**

Human beings, inherently social creatures, intricately weave the fabric of their lives with the threads of relationships. The quality of social connections emerges as a pivotal determinant of life satisfaction, shaping an individual's sense of belonging, identity, and overall well-being. In this exploration of social factors, we delve into the profound influence of family, friends, and broader social networks, recognizing that the impact of these relationships extends beyond emotional support to mold perceptions of success and satisfaction.

Umberson and Karas Montez (2010) underscore the profound impact of social relationships on overall health and well-being. This foundational research emphasizes that the presence of

supportive social ties contributes not only to emotional resilience but also to physical health outcomes. Furthermore, Umberson et al. (2013) explored the role of family, as a cornerstone of social relationships. This research delves into the intricate dynamics of family relationships and their implications for mental health. The findings highlight that the quality of familial connections significantly influences an individual's psychological well-being.

Expanding our lens to friendships, a study by Demir (2015) illuminates the symbiotic relationship between friendship and happiness. This cross-cultural exploration emphasizes that the quality of friendships plays a crucial role in shaping life satisfaction, transcending cultural boundaries. Broader social networks, as discussed by Berkman and Glass (2000) contribute to the tapestry of an individual's well-being. The authors contend that social integration and support are linked to positive health outcomes, emphasizing the role of community connections in fostering resilience. In examining the role of social support networks during challenging times, Uchino (2004) provides insights into how supportive relationships act as a buffer against stress. The research illustrates that individuals with robust social support systems experience better health outcomes, both physical and psychological.

Moreover, societal norms and cultural expectations weave an additional layer into the intricate tapestry of social factors influencing satisfaction and success. Markus and Kitayama (2014) sheds light on how cultural frameworks shape individuals' perceptions of the self and success. Understanding these cultural nuances becomes essential in comprehending the diverse ways in which societal expectations influence personal well-being.

To further enrich our understanding, real-world examples and case studies will be integrated into this exploration. Instances of supportive communities, the impact of social networks on mental health in urban environments, and the role of social dynamics in educational and workplace settings will be tangible examples that showcase the multifaceted ways in which social factors intricately influence the satisfaction and success of individuals.

#### **4.6 Environmental Factors: The Dynamics of Surroundings**

The exploration of satisfaction and success transcends the confines of the mind into the tangible spaces where life unfolds - an environment where individuals reside, work, and engage in daily activities. Environmental factors, encapsulated by the profound concept of a 'sense of place,' emerge as pivotal determinants of well-being. This section delves into the emotional and psychological connections individuals form with their physical surroundings, illuminating the transformative impact of living conditions, workplace atmosphere, and access to green spaces on an individual's satisfaction and success.

Weiner (2008) provides a qualitative exploration of the relationship between geographical surroundings and human well-being. Weiner's global journey reveals that certain places evoke a sense of contentment and satisfaction, showcasing the emotional depth of the connection between individuals and their environments. The concept of a 'sense of place' is further expounded by Jorgensen and Stedman (2001). This study examines how individuals develop attitudes toward their residential environments, emphasizing the emotional and psychological dimensions of the bond between people and the places they inhabit. Understanding this concept becomes integral in

comprehending how the physical environment can become intertwined with one's identity and overall sense of well-being.

Workplace atmosphere, as a subset of the physical environment, plays a crucial role in an individual's satisfaction and success. Research findings indicate that well-designed work environments contribute to increased job satisfaction, productivity, and overall job performance. The impact of living conditions on an individual's emotional state and cognitive function has been a subject of rigorous research. Evans and McCoy (1998) delve into the role of architecture in shaping occupants' experiences and mental well-being. This work emphasizes the significance of well-designed living spaces in fostering positive emotions and cognitive functioning.

To illustrate the impact of surroundings on personal well-being, case studies in urban planning, workplace design, and community development become valuable sources of insight. Notable cases, such as the incorporation of green spaces in urban areas like Singapore's Gardens by the Bay or the emphasis on community-centric planning in cities like Copenhagen, underscore the transformative potential of intentional environmental design.

In essence, the physical environment emerges as a silent yet influential partner in the human journey towards satisfaction and success. As we traverse through these scholarly landscapes and real-world case studies, the intricate dance between individuals and their surroundings comes into focus - a dance that shapes emotions, influences cognitive processes, and ultimately contributes to the overarching narrative of well-being.



#### **4.7 Educational and Career Factors: The Interplay of Learning and Professional Fulfillment**

The dynamic narrative of personal fulfillment unfolds through the intricate dance between education, career choices, and overall life satisfaction. Academic exploration and professional endeavors are not isolated pursuits but are intricately interwoven, influencing individuals' broader sense of contentment and success.

Scholarly studies provide a robust foundation for understanding the complex interplay between educational attainment and life satisfaction. Cárdenas et al. (2008) dissect the relationship between higher levels of education and increased life satisfaction. This research critically examines whether the perceived correlation is a reality or if other factors influence individuals' satisfaction levels. As we navigate this scholarly landscape, it becomes clear that educational choices are not merely stepping stones but integral components in the mosaic of life satisfaction.

Aligning personal values with professional pursuits emerges as a transformative factor in the pursuit of success and satisfaction. The groundbreaking work of Wrzesniewski et al. (1997) introduces the concept of a "calling" in the realm of work. This dimension, where individuals perceive their work as aligning with personal values, transcends mere employment. The study delves into how those who view their work as a calling experience heightened job satisfaction and a profound sense of purpose. This conceptual lens becomes a guiding principle for individuals seeking not just jobs or careers but a calling that resonates with their core values. Continuous learning and skill development emerge as imperative components in the pursuit of career satisfaction. Continuous learning in bridging the skills gap, and maintaining job satisfaction

reinforces the notion that learning is not a finite process but an ongoing journey that contributes to both professional growth and personal fulfillment.

Real-world examples and case studies further illuminate the intricate dynamics of educational choices and career trajectories. Individuals navigating this intersection offer tangible insights into how the symbiotic relationship between personal values and professional pursuits shapes their quest for a satisfying and successful life. For instance, profiles of professionals who have successfully aligned their personal values with their careers, showcasing the impact of such alignment on job satisfaction and overall well-being, serve as guiding beacons for those embarking on similar journeys. As we delve deeper into this exploration, the intersection of education and career becomes not just a confluence of paths but a transformative journey where choices are informed, values are honored, and personal and professional fulfillment converge.

#### **4.8 Economic Factors: Income, Wealth, and Financial Stability**

Economic factors, encompassing income, wealth, and financial stability, wield a profound influence on life satisfaction, playing pivotal roles in shaping individuals' perceptions of success and contentment. This section aims to unravel the intricate relationship between economic factors and overall well-being.

The correlation between income and life satisfaction has been extensively explored in academic literature. Using global data Diener and Oishi (2000), analyzed the complex interplay between income levels and subjective well-being. The findings shed light on the nuanced ways in which economic factors contribute to individuals' overall life satisfaction, providing a foundation for

understanding the complexities of this relationship. Moreover, the issue of income inequality and its impact on well-being is explored by Wilkinson et al. (2009). This comprehensive work investigates the societal determinants of well-being, emphasizing the broader implications of income inequality on various indicators of societal health. The book provides valuable insights into how economic disparities can affect the overall well-being of communities, contributing to a more holistic understanding of the relationship between income and life satisfaction.

Financial stability, encompassing factors beyond mere income, is a crucial element in individual satisfaction and success. Dew et al. (2012) delves into the intricate relationship between financial satisfaction and overall life contentment. This research goes beyond individual perspectives to explore how financial factors impact interpersonal relationships, emphasizing the multifaceted nature of the link between financial stability and life satisfaction.

By scrutinizing these economic factors, this section aims to provide a comprehensive understanding of how income, wealth, and financial stability contribute to or detract from individual satisfaction. Real-world examples and case studies will be integrated to provide a tangible understanding of how economic dynamics influence the pursuit of a satisfying and successful life, reinforcing the insights gleaned from authoritative sources in the field.

#### **4.9 Unraveling the Interplay of Personal, Relationship, and Professional Factors in Achieving Satisfaction and Success**

In the realm of life satisfaction and success, a myriad of factors come into play within the spheres of personal, relationship, and professional domains. The intricate interplay of these categories

forms a complex tapestry that shapes individual well-being. This article explores the holistic perspective that life satisfaction and success are not singularly attainable through personal, relationship, or professional factors alone, but rather through the synergistic integration of all three categories.

Personal factors constitute the intrinsic elements that contribute to an individual's overall well-being. Health, personality traits, values, beliefs, and interpersonal relationships are crucial components within this domain. Scholars highlight the significance of good health, emphasizing its role in fostering a sense of well-being and happiness (Diener et al., 1999 and Penedo and Dahn, 2005). Additionally, an individual's personality traits, such as optimism, resilience, and emotional intelligence, play a pivotal role in influencing satisfaction and success (Csikszentmihalyi, 2009).

Moving beyond the personal realm, interpersonal relationships form another integral category. The quality of connections with family, friends, and romantic partners significantly impacts one's sense of well-being and life satisfaction (Biswas-Diener, 2008). Social support, derived from a robust network, further enhances emotional and practical assistance during challenging times, contributing positively to overall life satisfaction (Umberson and Karas Montez, 2010).

The professional domain encompasses factors such as career fulfillment, income, work-life balance, and economic conditions. Job satisfaction, professional growth, and finding meaning in one's work are identified as essential for overall life satisfaction (Wrzesniewski et al., 1997). Financial stability and income also influence an individual's ability to meet basic needs and pursue aspirations, thereby affecting life satisfaction (Dew et al. (2012).

While each category independently contributes to well-being, the synergy of personal, relationship, and professional factors is paramount. Life satisfaction and success emerge not from isolated achievements within these domains but from their interconnectedness. Research underscores the importance of considering the holistic nature of these factors, as their combined influence creates a comprehensive tapestry that defines individual well-being (Diener et al., 1999).

In conclusion, this article posits that life satisfaction and success are intricately woven through the convergence of personal, relationship, and professional factors. Understanding and appreciating the interconnectedness of these categories is crucial for individuals and policymakers alike, fostering a holistic approach to well-being.

#### **4.10 Conclusion**

This chapter unravels the intricate tapestry of factors shaping life satisfaction and success. The dynamic interplay of personal, relationship, and professional dimensions reveals a holistic perspective, emphasizing that these facets are not isolated realms but interconnected forces influencing individual well-being. Psychological foundations, health and well-being, personal development, social factors, environmental conditions, educational and career pursuits, and economic factors collectively contribute to the complex narrative of satisfaction and success.

Through scholarly studies and real-world examples, this study illuminates the profound impact of mindset, resilience, physical and mental health, social connections, surroundings, education, career choices, and economic stability. The interconnectedness of these factors becomes evident, emphasizing that personal fulfillment is a multifaceted journey shaped by diverse influences.

Recognizing the holistic nature of life satisfaction, this exploration underscores the importance of a balanced integration of personal, relationship, and professional factors. The synergy of these dimensions creates a nuanced understanding of what it means to lead a satisfying and successful life, acknowledging the dynamic interplay of internal aspirations and external influences. Embracing this complexity invites a compassionate perspective, recognizing that the pursuit of well-being is an ever-evolving journey uniquely crafted by the interplay of various factors.

## **CHAPTER V**

### **DEVELOPMENT OF A COMPREHENSIVE METRIC FOR ASSESSING LIFE SATISFACTION**

#### **5.1 Introduction**

Life satisfaction is a complex construct influenced by a myriad of factors, ranging from personal achievements to the quality of interpersonal relationships and professional fulfillment. Previous research has highlighted the need for a more integrated approach to measuring life satisfaction, considering the interconnected nature of these dimensions. This chapter addresses this gap by proposing a metric that synthesizes personal, relationship, and professional elements into a cohesive framework.

The pursuit of understanding and measuring life satisfaction is a multidimensional endeavor that encompasses various facets of an individual's existence. In this chapter, we delve into the development of a novel metric designed to comprehensively assess life satisfaction. The metric will be structured around three core elements: personal, relationship, and professional dimensions. The objective is to create a tool that captures the intricacies of an individual's well-being, offering a nuanced and holistic perspective on their overall satisfaction and success.

A comprehensive review of existing literature on life satisfaction metrics reveals a fragmented landscape, with most instruments focusing predominantly on one or two aspects of an individual's life. By synthesizing insights from psychology, sociology, and organizational behavior, this chapter aims to build upon existing frameworks and integrate diverse perspectives into a unified metric.

The development of the life satisfaction metric involves a systematic and iterative process. Initial steps include the identification of key factors within personal, relationship, and professional domains through literature surveys. Subsequently, qualitative and quantitative methods will be employed to validate and refine the identified factors, ensuring the metric's reliability and validity.

## **5.2 Why is a multifaceted approach, considering personal, relational, and professional aspects, crucial for understanding life satisfaction?**

The personal, relationship, and professional elements play pivotal roles in shaping an individual's overall life satisfaction due to their intricate and interconnected nature. The interdependence among these elements influences various aspects of an individual's life, contributing to their overall sense of contentment and fulfillment. Here are key reasons why life satisfaction is closely tied to personal, relationship, and professional elements:

### **Holistic Well-Being:**

Life satisfaction is a holistic concept that encompasses various domains of an individual's life. Personal, relationship, and professional elements collectively contribute to the overall quality of life. Neglecting any one of these dimensions may result in an incomplete or imbalanced assessment of well-being (Seligman, M. E.; 2011)

### **Impact on Mental and Emotional State:**

Personal experiences, the quality of relationships, and professional fulfillment have profound effects on an individual's mental and emotional state. Positive personal experiences and healthy



relationships can contribute to a positive mindset, while challenges in personal or professional life may impact mental well-being (Ryff, C. D., & Keyes, C. M.; 1995).

#### Social and Emotional Support:

Relationships, both personal and professional, provide a crucial source of social and emotional support. Having a support system during difficult times can positively influence an individual's ability to cope with challenges, thereby enhancing life satisfaction (Cohen, S.; 2004).

#### Sense of Identity and Purpose:

Personal elements, such as self-identity, values, and life goals, contribute to a person's sense of purpose and meaning. Achieving personal goals and aligning actions with one's values can foster a sense of fulfillment and satisfaction in life (Baumeister, R. F., & Maslow, A. H.; 2011).

#### Work-Life Integration:

The relationship between personal and professional elements is particularly significant. Achieving a healthy work-life balance is essential for overall well-being. Excessive work-related stress or dissatisfaction can spill over into personal life, affecting relationships and personal happiness (Warr, P.; 1987).

#### Interconnectedness of Roles:

Individuals often play multiple roles in their lives, such as being a parent, partner, friend, and professional. The satisfaction and challenges associated with these roles are interconnected, and experiences in one role can influence satisfaction in other areas (Stryker, S., & Serpe, R. T.; 2008).

#### Long-Term Fulfillment:

Life satisfaction is not solely dependent on short-term pleasures but is deeply influenced by the pursuit of long-term goals and meaningful experiences. Personal, relationship, and professional elements contribute to the broader narrative of an individual's life story and aspirations (Baumeister, R. F., & Maslow, A. H.; 2011).

#### Psychosocial Well-Being:

The World Health Organization defines health as a state of complete physical, mental, and social well-being. Personal, relationship, and professional elements collectively address the psychosocial dimensions of well-being, acknowledging the importance of social connections, mental health, and personal fulfillment (Seligman, M. E.; 2011).

#### Adaptability and Resilience:

Life satisfaction is not static and requires adaptability to changing circumstances. Individuals who can navigate challenges in personal, relationship, and professional domains with resilience are more likely to maintain a higher level of life satisfaction over time (McAdams, D. P.; 2006).

In essence, life satisfaction is a dynamic and multifaceted construct that reflects the integration and harmony among personal, relationship, and professional elements. Understanding the interplay between these dimensions provides a more comprehensive perspective on the factors influencing an individual's overall sense of well-being.

### **5.3 Components of the Metric**

Among the fundamental components contributing to life satisfaction, three major elements stand out: Personal (P), Relationship (R), and Professional (P) aspects (PRP). These dimensions collectively weave the fabric of an individual's well-being, shaping the overall quality of life (Diener, E., Suh, E. M., Lucas, R. E., & Smith, H. L.; 1999).

Personal elements constitute a foundational pillar of life satisfaction. This dimension encompasses an individual's innermost thoughts, feelings, and self-perception. Personal well-being is intricately linked to factors such as self-esteem, self-efficacy, and a sense of purpose (Pink, D. H.; 2009). Individuals who experience a positive self-image, a strong sense of identity, and a clear understanding of their values and goals are more likely to report higher levels of life satisfaction. Personal growth, self-awareness, and the pursuit of one's passions contribute significantly to a fulfilling and contented life.

The second crucial component is the realm of relationship elements. Human beings are inherently social creatures, and the quality of their interpersonal connections plays a pivotal role in determining life satisfaction (Cacioppo, J. T., & Hawkley, L. C.; 2003). Healthy relationships, be they familial, romantic, or friendships, provide a support system that fosters emotional well-being.

Positive social interactions, effective communication, and a sense of belonging are key factors influencing life satisfaction within the relational domain. Conversely, strained relationships, isolation, or a lack of meaningful connections can have adverse effects on an individual's overall happiness.

The third major element contributing to life satisfaction is the professional dimension. Work occupies a substantial portion of an individual's life, and its impact on overall well-being cannot be overstated. Job satisfaction, a sense of accomplishment, and alignment with one's professional goals are integral to life satisfaction (Deci, E. L., & Ryan, R. M.; 2000). A fulfilling career that aligns with personal values and allows for growth and development contributes positively to an individual's sense of purpose and overall life satisfaction. On the other hand, dissatisfaction or stress in the workplace can significantly detract from one's well-being.

The interconnectedness of these three major components is crucial for a comprehensive understanding of life satisfaction. Neglecting any one dimension may lead to an incomplete or imbalanced assessment of an individual's overall well-being. For instance, an individual may excel in their professional life but experience dissatisfaction in their personal relationships, resulting in a sense of unfulfillment. Alternatively, someone with flourishing personal and relationship elements may still find their life satisfaction compromised if their professional life is unfulfilling or stressful.

Recognizing the significance of personal, relationship, and professional elements in life satisfaction has practical implications for individuals, policymakers, and researchers alike. Interventions aimed at enhancing well-being should consider a holistic approach that addresses

these interconnected dimensions. Workplace initiatives promoting a positive and supportive work environment, counseling services focusing on interpersonal relationships, and personal development programs can all contribute to fostering a more satisfying and fulfilling life (McAdams, 2006).

In conclusion, life satisfaction is a complex tapestry woven from the threads of personal, relationship, and professional elements. These three major components are intertwined, influencing and shaping each other to collectively contribute to an individual's overall sense of well-being. Understanding and nurturing these dimensions are essential for those seeking a holistic and fulfilling life.

### **5.3.1 Metrics for Personal Dimension (P)**

The attainment of life satisfaction is a multifaceted journey, shaped by a myriad of factors. Among these, personal elements play a pivotal role in influencing and determining the overall sense of well-being and contentment that individuals experience in their lives. Personal elements encompass various aspects of an individual's inner self, including their thoughts, emotions, self-perception, and overall psychological well-being.

One of the key personal elements contributing to life satisfaction is self-esteem. A positive self-image and a healthy level of self-esteem are foundational to an individual's sense of worth and happiness (Judge, T. A., & Bono, J. E.; 2001). Individuals who possess a strong belief in their abilities and intrinsic value are more likely to navigate life's challenges with resilience and

optimism. This positive self-regard provides a solid foundation for building a satisfying and fulfilling life.

Furthermore, the pursuit of personal goals and aspirations is intricately linked to life satisfaction. When individuals are aligned with their core values and actively work towards fulfilling their dreams, a sense of purpose and meaning permeates their lives (Emmons, R. A., & McCullough, M. E.; 2003). This alignment fosters a profound connection to one's own life journey, leading to a greater sense of fulfillment and satisfaction.

Emotional well-being is another crucial personal element influencing life satisfaction. The ability to understand, manage, and healthily express emotions contributes significantly to overall happiness. Individuals who cultivate emotional intelligence are better equipped to navigate relationships, cope with stress, and maintain a positive outlook on life. Emotional resilience, characterized by the capacity to bounce back from setbacks, is a key component in sustaining high levels of life satisfaction (Brackett, G. R., & Mayer, J. D.; 2009).

The cultivation of a positive mindset and resilience in the face of adversity is also closely tied to personal elements. Individuals who adopt an optimistic outlook tend to approach challenges as opportunities for growth rather than insurmountable obstacles. This positive mindset not only enhances coping mechanisms but also contributes to a more positive overall life evaluation.

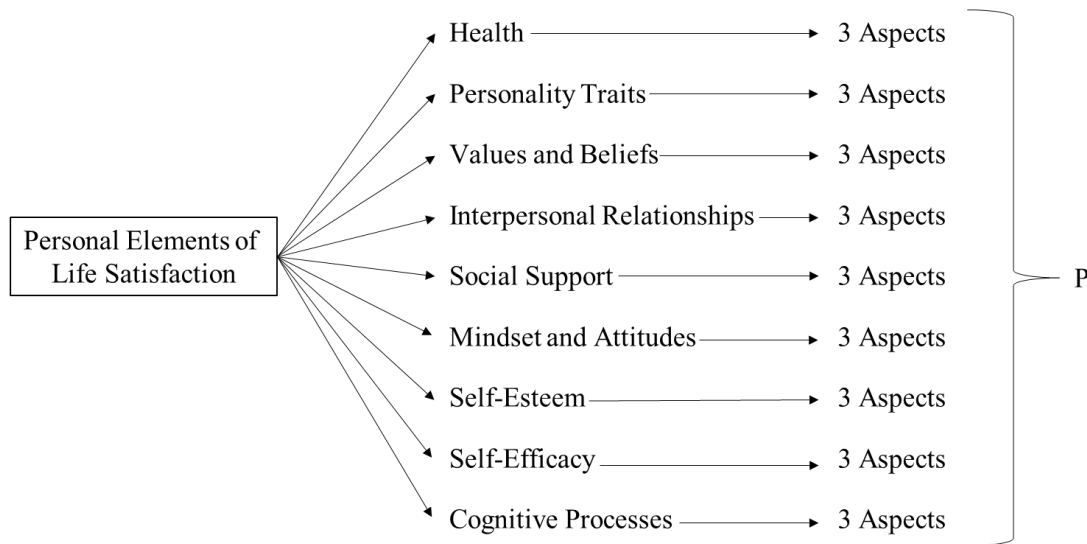
Moreover, a sense of autonomy and control over one's life is a critical personal element in achieving life satisfaction. When individuals feel empowered to make choices that align with their values and preferences, a sense of agency emerges. This autonomy fosters a deeper sense of

personal fulfillment and satisfaction, as individuals actively shape their lives according to their own aspirations and desires.

On the contrary, individuals who experience challenges in managing personal elements such as self-esteem, emotional well-being, or a sense of purpose may face obstacles in achieving life satisfaction. Issues such as low self-esteem, unresolved emotional distress, or a lack of direction can impede the overall quality of life and hinder the pursuit of satisfaction and happiness.

Though we have explored the multifaceted nature of personal elements impacting life satisfaction, accurately measuring these nuanced aspects requires a specific framework. In the following section, introduces a tool to do just that, presenting a comprehensive nine-factor model that dissects personal well-being into readily assessable components. By delving into three key questions for each factor, this model provides a structured and objective approach to evaluating the personal contributions to overall life satisfaction. Importantly, each factor carries equal weight, ensuring a balanced assessment of the diverse facets that shape our sense of well-being. By delving deeper into this model, we equip ourselves with the means to not only understand but also quantify the profound influence of personal elements on the journey towards a fulfilling life.

As discussed in the previous section, the personal elements of life satisfaction can be categorized into nine factors, and each factor is categorized into three (questions). All the factors and sub-factors are treated with equal weightage, so the total score for the personal element is the summation of sub-factors, i.e. 27 (9 factors \* 3 sub-factors). The diagrammatic representation of the personal elements is explained below.



The functional model of personal elements of life satisfaction can be written as:

$$PE_{LS} = \int [H_{x*3} + PT_{x*3} + VB_{x*3} + IR_{x*3} + SS_{x*3} + MA_{x*3} + SE_{x*3} + SEF_{x*3} + CP_{x*3}]$$

Where as, H ->Health, PT ->Personality Traits, VB ->Values and Beliefs, IR ->Interpersonal Relationships, SS ->Social Support, MA ->Mindset and Attitudes, SE ->Self-Esteem, SEF ->Self-Efficacy, CP ->Cognitive Processes. X is the number of sub-factors (i.e. questions).

In the functional model, the health factor of personal elements is measured as follows:

$$H_{x*3} = \int H_{x1} + H_{x2} + H_{x3}$$

Same as the health factor, all the other factors are measured by asking appropriate questions and accordingly the the metric for the personal element is measured. The measured value divided by 27 (total factors) and the final value is considered as index of personal element. The index value



range between zero to one and one considered as maximum score, meaning higher satisfaction. This process is explained in the following model.

$$\text{Index of Personal Element} = \frac{\int H_{x*3} + PT_{x*3} + VB_{x*3} + IR_{x*3} + SS_{x*3} + MA_{x*3} + SE_{x*3} + SEF_{x*3} + CP_{x*3}}{27}$$

= 0 < Personal Element Index < 1 [Max value of Index = 1, Lowest value of Index = 0]

In conclusion, personal elements wield a significant influence on the journey towards life satisfaction. Building and nurturing a positive self-image, aligning with personal values and aspirations, cultivating emotional well-being, maintaining a positive mindset, and fostering a sense of autonomy collectively contribute to the holistic experience of a fulfilling and satisfying life. Recognizing the importance of these personal elements empowers individuals to proactively shape their lives in a manner that enhances overall well-being and contributes to a lasting sense of satisfaction.

### **5.3.2 Metrics for Relationship Dimension (R)**

The influence of relationship elements on life satisfaction is profound, shaping the very fabric of an individual's well-being. Relationships, whether familial, romantic, or friendships, play a pivotal role in contributing to a sense of connection, support, and overall life satisfaction. The quality and nature of these relationships significantly influence an individual's emotional state, resilience, and overall happiness.

One of the fundamental ways in which relationship elements impact life satisfaction is through the provision of emotional support. Healthy and supportive relationships create a space where

individuals feel understood, valued, and accepted. The emotional bonds formed in these relationships serve as a buffer against life's challenges, fostering a sense of security and well-being (Cacioppo, J. T., & Hawkley, L. C.; 2003). Knowing that there are individuals who genuinely care and provide support contributes significantly to an individual's overall life satisfaction.

Moreover, the quality of interpersonal relationships contributes to a sense of belonging and social connectedness. Humans are inherently social beings, and a lack of meaningful connections can lead to feelings of isolation and loneliness, negatively impacting life satisfaction. Positive relationships, on the other hand, offer a sense of community and belonging, enhancing an individual's overall sense of happiness and fulfillment (Fredrickson, B. L.; 2009).

The impact of relationship elements on life satisfaction extends to the realm of stress management. Strong social support networks act as a resource during times of stress or adversity. The presence of individuals who can lend a listening ear, offer advice, or simply share companionship can alleviate the burdens of life's challenges. Effective stress management through supportive relationships contributes to a higher level of life satisfaction.

The dynamics of romantic relationships also play a crucial role in influencing life satisfaction. Healthy romantic partnerships characterized by trust, communication, and mutual respect contribute positively to an individual's overall happiness. Conversely, strained or unhealthy relationships can become a source of stress and diminish life satisfaction. The emotional intimacy and companionship offered by a positive romantic relationship contribute significantly to a fulfilling and satisfying life (Bodenmann, G., & Hill, P. C.; 2016).

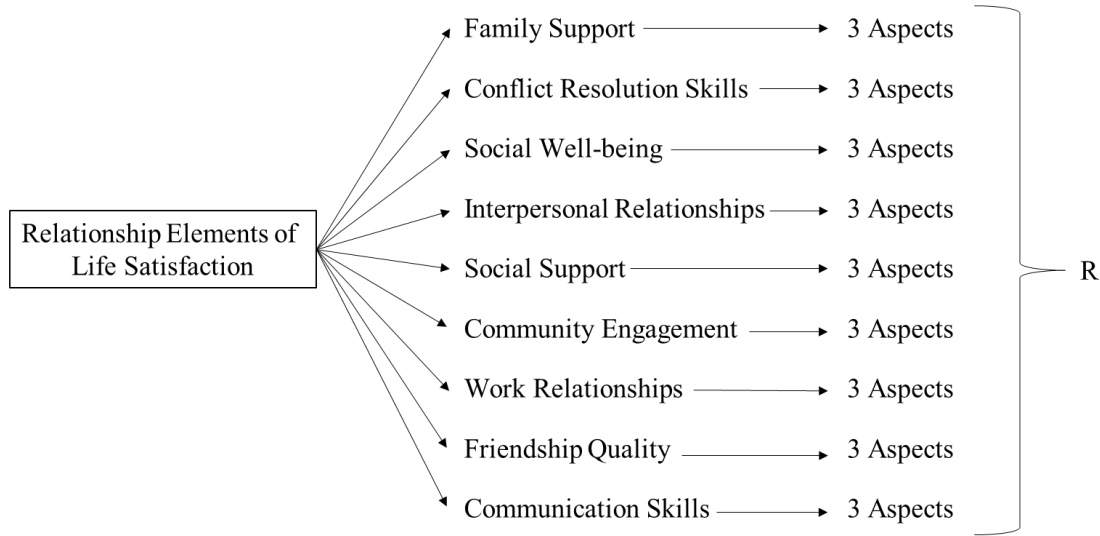
Family relationships, being foundational, have a profound and enduring impact on life satisfaction. A supportive family environment provides a sense of stability, love, and security that carries into other aspects of life. Positive family relationships contribute to an individual's emotional well-being, self-esteem, and overall life satisfaction (Seligman, M. E.; 2011).

Furthermore, friendships contribute to the richness of social connections and play a vital role in achieving life satisfaction. Friendships provide companionship, shared experiences, and a sense of camaraderie that enhances the overall quality of life. Positive interactions with friends contribute to a sense of joy, belonging, and fulfillment.

Having explored the intricate tapestry of interpersonal relationships and their profound impact on life satisfaction, we now turn to delving deeper into their assessment. Recognizing the multifaceted nature of these connections, the following section presents a structured framework for quantifying their influence. This model dissects relationship elements into nine key factors, each with three crucial aspects to evaluate. By addressing these questions with equal weight, we gain a comprehensive and balanced understanding of how our relationships contribute to our overall well-being. This practical tool allows us to move beyond subjective perception and translate the nuanced dynamics of our social world into objective measures, empowering us to identify areas for nurturing and strengthening crucial connections, ultimately propelling us towards a more fulfilling and satisfying life.

As discussed in the previous section, the relationship elements of life satisfaction determined by nine factors, and each factor is categorized into three (questions). All the factors and sub-factors are treated with equal weightage, so the total score for the relationship element is the summation

of sub-factors, i.e. 27 (9 factors \* 3 sub-factors). The diagrammatic representation of the relationship elements is explained below.



The functional model of relationship elements of life satisfaction can be written as:

$$RE_{LS} = \int [FS_{x*3} + CR_{x*3} + SW_{x*3} + IR_{x*3} + SS_{x*3} + CE_{x*3} + WR_{x*3} + FQ_{x*3} + CS_{x*3}]$$

Where as, FS ->Family Support, CR ->Conflict Resolution Skills, SW ->Social Well-being, IR ->Interpersonal Relationships, SS ->Social Support, CE ->Community Engagement, WR ->Work Relationships, FQ ->Friendship Quality, CS ->Communication Skills. X is the number of sub-factors (i.e. questions).

In the functional model, the ‘family support’ factor of relationship elements is measured as follows:

$$FS_{x*3} = \int FS_{x1} + FS_{x2} + FS_{x3}$$

Same as the ‘family support’ factor, all the other factors are measured by asking appropriate questions and accordingly the the metric for the relationship element is measured. The measured value divided by 27 (total factors) and the final value is considered as index of relationship element. The index value range between zero to one and one considered as maximum score, meaning higher satisfaction. This process is explained in the following model.

$$\text{Index of Relationship Element} = \frac{FS_{x*3} + CR_{x*3} + SW_{x*3} + IR_{x*3} + SS_{x*3} + CE_{x*3} + WR_{x*3} + FQ_{x*3} + CS_{x*3}}{27}$$

= 0 < Relationship Element Index < 1 [Max value of Index = 1, Lowest value of Index = 0]

In conclusion, relationship elements are integral to the pursuit of life satisfaction. Positive and supportive relationships contribute to emotional well-being, stress management, a sense of belonging, and overall happiness. Nurturing and maintaining healthy relationships, whether familial, romantic, or friendships, is essential for individuals seeking a fulfilling and satisfying life. Recognizing the impact of relationship elements empowers individuals to invest time and effort into cultivating meaningful connections, thereby enhancing their overall well-being and life satisfaction.

### **5.3.3 Metrics for Professional Dimension (P)**

The influence of professional elements on life satisfaction is a dynamic and significant aspect of an individual's overall well-being. One's professional life, encompassing career, work environment, and vocational pursuits, has a profound impact on the sense of fulfillment, purpose, and satisfaction experienced in day-to-day living (Friedman, D. N., & Soderberg, S.; 2014).

A fulfilling career aligned with one's passion and values stands as a cornerstone of life satisfaction. When individuals are engaged in work that resonates with their interests and personal convictions, a profound sense of purpose emerges. The pursuit of meaningful and purpose-driven professional goals contributes significantly to an individual's overall life satisfaction, providing a sense of accomplishment and fulfillment.

Job satisfaction, a critical professional element, plays a pivotal role in shaping life satisfaction. Individuals who find fulfillment and enjoyment in their work are more likely to experience higher levels of overall life satisfaction. Factors such as a positive work environment, supportive colleagues, and opportunities for professional growth contribute to job satisfaction and, subsequently, to a sense of well-being beyond the workplace (Bowling, N. A., Escamilla, P., & Bertrand, J. M.; 2010).

The role of professional development and continuous learning in achieving life satisfaction should not be overlooked. Individuals who actively seek opportunities for skill enhancement, career advancement, and personal growth often report higher levels of life satisfaction. The ability to adapt to evolving professional landscapes and to pursue one's aspirations within the workplace contributes to a sense of achievement and contentment.

Work-life balance is another critical professional element influencing life satisfaction. Striking a balance between professional responsibilities and personal life is essential for overall well-being. Individuals who manage to harmonize their work and personal lives report higher levels of life satisfaction, as they are better able to fulfill responsibilities on both fronts without feeling overwhelmed or stressed (Hesketh, T., & Elmes, P.; 2002).

The social aspect of the workplace also plays a crucial role in life satisfaction. Positive interactions with colleagues, a supportive work culture, and effective communication contribute to a sense of belonging and camaraderie. Building positive professional relationships fosters a supportive environment that positively influences an individual's overall happiness and satisfaction in life.

Additionally, financial stability and job security are fundamental professional elements that impact life satisfaction. Economic well-being derived from a stable and fulfilling career contributes to a sense of security and comfort, positively influencing overall life satisfaction. The ability to meet financial obligations and pursue personal aspirations without undue stress enhances an individual's sense of well-being.

Having explored the multifaceted ways our professional lives intertwine with overall life satisfaction, following section now equips us with a practical tool to quantify this connection. This model dissects professional elements into nine key factors, each with three crucial aspects to evaluate. Through this balanced and comprehensive approach, we can move beyond subjective notions of a "good job" and delve into the specific components that truly contribute to fulfillment, purpose, and well-being within the professional sphere. By assessing our job satisfaction, career alignment, work-life balance, and other important factors with equal weight, we gain a clear picture of how our professional lives are influencing our overall happiness. This valuable roadmap empowers us to identify areas for improvement, make informed career decisions, and ultimately cultivate a professional landscape that seamlessly complements and fosters a more fulfilling life.

Following up on what we discussed previously, the professional elements of life satisfaction determined by nine factors, and each factor is categorized into three (questions). All the factors

and sub-factors are treated with equal weightage, so the total score for the professional element is the summation of sub-factors, i.e. 27 (9 factors \* 3 sub-factors). The diagrammatic representation of the professional elements is explained below.



The functional model of professional elements of life satisfaction can be written as:

$$RE_{LS} = \int [CF_{x*3} + IF_{x*3} + WL_{x*3} + JS_{x*3} + PD_{x*3} + CP_{x*3} + JSE_{x*3} + WR_{x*3} + WE_{x*3}]$$

Where as, CF ->Career Fulfillment, IF ->Income and Financial Stability, WL ->Work-Life Balance, JS ->Job Satisfaction, PD ->Professional Development, CP ->Career Progression, JSE ->Job Security, WR ->Workplace Relationships, WE ->Workplace Environment. X is the number of sub-factors (i.e. questions).

In the functional model, the ‘Career Fulfillment’ factor of professional elements is measured as follows:



$$CF_{x*3} = \int CF_{x1} + CF_{x2} + CF_{x3}$$

Same as the ‘Career ’ factor, all the other factors are measured by asking appropriate questions and accordingly the the metric for the professional element is measured. The measured value divided by 27 (total factors) and the final value is considered as index of professional element. The index value range between zero to one and one considered as maximum score, meaning higher satisfaction. This process is explained in the following model.

$$\text{Index of Professional Element} = \frac{FS_{x*3} + CR_{x*3} + SW_{x*3} + IR_{x*3} + SS_{x*3} + CE_{x*3} + WR_{x*3} + FQ_{x*3} + CS_{x*3}}{27}$$

= 0 < Relationship Element Index < 1 [Max value of Index = 1, Lowest value of Index = 0]

In conclusion, professional elements play a vital role in shaping life satisfaction. A fulfilling career, job satisfaction, continuous professional development, work-life balance, positive workplace relationships, and financial stability collectively contribute to an individual's overall well-being. Recognizing and cultivating positive professional elements can empower individuals to build a satisfying and fulfilling life, where personal and professional aspects harmoniously coexist to create a holistic sense of life satisfaction.

#### **5.4 Development of PRP Index**

As discussed in the previous section, this study defines life satisfaction as a function of the personal, relationship, and professional elements of a person (PRP). In order to measure index value of the life satisfaction, it makes use of PRP score. The functional model of the definition of life satisfaction can write as follows:

Life Satisfaction of a Person<sub>i</sub> = XP<sub>i, personal</sub> + XR<sub>i, relationship</sub> + XP<sub>i, professional</sub>

The X<sub>i</sub> is the coefficients of personal, relationship, and professional characteristics of the person.

The personal, relationship, and professional elements of a person are captured by asking 27 latent questions for each element on a 10-point scale. This value is converted to an index by using the following formula:

$$\begin{aligned} \text{Personal Index of Person} &= \frac{\sum XP_{i27}}{N}, (\text{XP}_i = \text{Personal Elements}) \\ &= \frac{H_{x*3} + PT_{x*3} + VB_{x*3} + IR_{x*3} + SS_{x*3} + MA_{x*3} + SE_{x*3} + SEF_{x*3} + CP_{x*3}}{27} \end{aligned}$$

$$\begin{aligned} \text{Relationship Index of Person} &= \frac{\sum XR_{i27}}{N}, (\text{XR}_i = \text{Relationship Elements}) \\ &= \frac{FS_{x*3} + CR_{x*3} + SW_{x*3} + IR_{x*3} + SS_{x*3} + CE_{x*3} + WR_{x*3} + FQ_{x*3} + CS_{x*3}}{27} \end{aligned}$$

$$\begin{aligned} \text{Professional Index of Person} &= \frac{\sum XP_{i27}}{N}, \text{XP}_i = (\text{Professional Elements}) \\ &= \frac{FS_{x*3} + CR_{x*3} + SW_{x*3} + IR_{x*3} + SS_{x*3} + CE_{x*3} + WR_{x*3} + FQ_{x*3} + CS_{x*3}}{27} \end{aligned}$$

Accordingly, these values are converted to a single index to get the overall satisfaction of a person (PRP Index) using the following formula:

$$\text{PRP Index Value} = \left[ \left( \frac{\sum XP_{i27}}{N} + \frac{\sum XR_{i27}}{N} + \frac{\sum XP_{i27}}{N} \right) / 10 \right]$$

The PRP index values varies from 0 to 1 (min=0 and max=1). A value near one indicates that the combined index of personal, relationship, and professional elements of a person is high. The higher level of PRP value with a balancing score in personal, relationship, and professional elements is assumed to have higher self-reporting life satisfaction.

## **5.5 Conclusion**

This chapter outlines the rationale, methodology, and components of life satisfaction metric designed to offer a comprehensive assessment of an individual's well-being. The development of such a tool contributes to the ongoing discourse on understanding and measuring life satisfaction in a more holistic manner. It defines life satisfaction as a function of the personal, relationship, and professional elements of a person (PRP) and each of the elements are measured using 27 metrics with equal weightage. The PRP is the proxy for the life satisfaction where its value range from zero to one. The value one indicates higher satisfaction. Upcoming chapters will focus on the implementation and validation of the index through empirical data and its analyses.

## **CHAPTER VI**

### **ENHANCING LIFE SATISFACTION AND SUCCESS THROUGH COMPREHENSIVE PRP TRAINING: AN ANALYSIS**

#### **6.1 Introduction**

In the pursuit of a more enriched and fulfilling life, individuals navigate a complex interplay of personal, social, and professional factors, collectively shaping their well-being. Acknowledging the multifaceted nature of life satisfaction and success, this chapter analyzes the profound impact of comprehensive training programs fostering a holistic approach to life satisfaction and success by incorporating Personal, Relationship, and Professional (PRP) factors. Drawing insights from positive psychology, well-being literature, and professional development studies, this analysis aims to unravel the significance of structured training in promoting a comprehensive sense of well-being.

The rationale for the emphasis on training programs stems from their potential to empower individuals with the requisite skills, knowledge, and attitudes needed to navigate life's intricate dimensions. Anchored in a theoretical framework recognizing the interconnectedness of personal, social, and professional elements, this exploration contributes to the burgeoning discourse on interventions aimed at enhancing overall well-being.

##### **6.1.1 The Multifactorial Nature of Life Satisfaction**

Life satisfaction, a complex construct shaped by myriad factors, reflects the subjective well-being of individuals (Diener & Chan, 2011). Personal attributes such as health, personality, and values,

along with social dynamics like interpersonal relationships and community engagement, and professional factors including career fulfillment and work-life balance, collectively form a mosaic influencing the overall quality of an individual's life.

A synthesis of literature underscores the positive outcomes derived from targeted training interventions across various life domains. For example, interventions focusing on personal factors like health, personality, values, and beliefs have been associated with heightened life satisfaction (Pressman et al., 2009). Diener and Biswas-Diener (2008) emphasize the importance of subjective well-being and positive emotions in shaping overall life satisfaction. The effectiveness of interventions targeting personal factors is documented by Seligman et al. (2005), highlighting the potential for positive change in individuals' well-being. Similarly, the cultivation of interpersonal relationships, social support, and community engagement plays a pivotal role in shaping life satisfaction (Berscheid & Reis, 1998). Interventions promoting social engagement, as discussed by Helliwell and Putnam (2004), have shown promise in enhancing life satisfaction. Finally, training on professional and career factors, such as job satisfaction, work-life balance, and career fulfillment, significantly contributes to overall life satisfaction (Warr, 1999; Greenhaus & Allen, 2011).

### **6.1.2 The Role of Comprehensive Training: A Holistic Approach**

Comprehensive training programs emerge as promising interventions in response to the intricate web of influences. These programs, designed to address a spectrum of factors across personal, social, and professional domains, have the potential to equip individuals with the tools needed to navigate life's challenges and opportunities. The effectiveness of such interventions, rooted in

empirical evidence, aligns with the positive psychology paradigm, emphasizing strengths, resilience, and the pursuit of individual fulfillment (Seligman et al., 2005).

What distinguishes this analysis is the holistic lens through which we examine the impact of training programs. By simultaneously considering personal, relationship, and professional factors, our aim is to capture the synergistic effects of comprehensive training. This approach moves beyond isolated interventions, exploring the interconnectedness of factors contributing to a more gratifying and successful life.

As we delve into the analysis, we consider the cumulative impact of the training module on these factors, guided by the existing literature emphasizing the interconnectedness of personal, social, and professional dimensions in shaping individuals' life satisfaction and success. Through systematic evaluation, we aim to contribute valuable insights to the ongoing discourse on interventions designed to enhance the holistic well-being of individuals through the PRP Training.

The rest of the chapter is organized as follows: The methodology and data are discussed in the following section. The empirical results and discussion are presented in the consecutive section three. The last section includes a summary and conclusion of the chapter.

## **6.2 Methodology and Data**

### **6.2.1 Methodology**

The study employed a comprehensive approach to assess the impact of PRP (Personal, Relationship, and Professional) training on life satisfaction. A diverse participant pool was

meticulously selected to ensure balanced age representation in both the control and experimental groups. Various demographic factors, including gender, marital status, lifestyle preferences, educational backgrounds, and occupational diversity, were considered to obtain a nuanced understanding of participants' profiles. The assessments included quantitative measures that allowed for the calculation of mean scores, standard deviations, and frequencies across different variables. This approach aimed to capture a holistic view of the impact of the training program on individuals from diverse backgrounds. Finally, to rigorously evaluate the significance of the observed changes, paired t-tests were conducted within both the control and experimental groups.

### **6.2.2 Data Source**

The primary data source for this study involved the administration of assessments to a carefully selected sample of 100 participants. The sample was chosen to ensure representation from diverse demographic backgrounds, including age, gender, marital status, lifestyle preferences, educational backgrounds, and occupational diversity. Participants were subjected to both pre-training and post-training assessments to capture changes in life satisfaction dimensions over the course of the PRP training program.

The data collection process prioritized ethical considerations, informed consent, and participant confidentiality. Standardized assessment tools and protocols were employed to maintain consistency and reliability in the data gathered. The data source thus provides a rich dataset for conducting nuanced analyses on the impact of the PRP training program on the participants' life satisfaction across various dimensions.

## **6.3 Empirical Results and Discussion**

### **6.3.1 Sample Characteristics**

This section delves into the sample characteristics derived from the survey conducted to assess the efficacy of PRP (Personal, Relationship, and Professional) training on life satisfaction and success. Understanding the demographic makeup of the surveyed population is fundamental for accurately interpreting the outcomes of the training program. The comprehensive examination of age distribution, gender representation, marital status, lifestyle preferences, educational backgrounds, and occupational diversity aims to provide valuable insights into the diverse profiles of participants. These insights will serve as a foundation for a nuanced evaluation, guiding tailored subsequent analyses and recommendations. The interplay of these demographic factors is integral to unveiling a holistic understanding of how PRP training impacts individuals across various life stages, circumstances, and professional backgrounds.

The first part of Table 4.1 displays the distribution of participants across age groups, revealing a notable balance. Each age group contributes nearly 33% to the total sample in both the control and experimental groups. This balance is crucial as it ensures that the survey captures insights from individuals spanning different life stages, enhancing the generalizability of the findings.

The subsequent part illustrates the distribution of gender in each group of samples. A slight imbalance is observed, with a higher proportion of males in both groups. The control group has more males (52%) than females (48%), while the experimental group exhibits a reverse pattern with more females (39%) than males (61%). While acknowledging this gender distribution



imbalance, it is imperative to consider the potential impact of gender-related factors on the outcomes. Understanding the differences in responses between males and females contributes to a more nuanced analysis of the efficiency of the PRP training.

The third part reveals the marital status of the samples, indicating that a majority of participants in both groups are married. The control group has 80% married participants, and the experimental group has 83%. The representation of unmarried participants is relatively low in both groups. The predominant representation of married participants is noteworthy, considering that marital status can significantly influence various aspects of individuals' lives, including preferences, behaviors, and decision-making processes.

The final part of the table describes the lifestyle of the participants. Balanced representation between rural and urban lifestyles ensures that the impact of PRP training is assessed across different living environments. Lifestyle differences may contribute to varied interpretations and applications of the training, necessitating a thoughtful consideration of contextual influences in the subsequent analyses.

*Table 1: Demographic Details of the Sample*

4.2 Demographic Details of the Sample			
Age Group	Control Group	Experimental Group	Grand Total
20-30	27	27	54
31-40	32	36	68
41-50	41	37	78
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>200</b>

<b>Gender</b>	<b>Control Group</b>	<b>Experimental Group</b>	<b>Grand Total</b>
Female	48	39	87
Male	52	61	113
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>200</b>
<b>Marital Status</b>	<b>Control Group</b>	<b>Experimental Group</b>	<b>Grand Total</b>
Married	80	83	163
Unmarried	20	17	37
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>200</b>
<b>Lifestyle</b>	<b>Control Group</b>	<b>Experimental Group</b>	<b>Grand Total</b>
Rural	51	49	100
Urban	49	51	100
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>200</b>

*Source: Author's Calculations*

Table 4.2 provides a comprehensive view of the participants' educational qualifications and occupations. The analysis of educational qualifications within the surveyed population reveals a diverse spectrum of academic backgrounds, ranging from individuals with basic education to those with advanced degrees. Both the control and experimental groups feature individuals with postgraduate qualifications, totaling 14 participants. A substantial portion of the surveyed population, comprising 40 participants, holds a degree, indicating a foundational understanding of academic concepts and providing a baseline for grasping and implementing PRP training principles. Individuals with diplomas or certifications (13 participants) and those with higher secondary education (53 participants) represent diverse educational backgrounds, contributing to varied learning preferences and interpretations of the PRP training content. The largest group in terms of educational qualification consists of individuals with up to SSLC (66 participants),

providing valuable insights into the accessibility and applicability of PRP training across diverse educational levels.

*Table 2: Educational Qualification and Occupational Details of the Sample*

**Table 4.2: Educational Qualification and Occupational Details of the Sample**

<b>Educational Qualification</b>	<b>Control Group</b>	<b>Experimental Group</b>	<b>Grand Total</b>
Above PG	7	7	14
Degree	21	19	40
Diploma/Certifications	6	7	13
Higher Secondary	26	27	53
PG	7	7	14
Up to SSLC	33	33	66
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>200</b>
<b>Occupation</b>			
<b>Occupation</b>	<b>Control Group</b>	<b>Experimental Group</b>	<b>Grand Total</b>
Business	21	21	42
Salaried/Govt.	9	12	21
Salaried/Private	22	26	48
Self Employed	41	34	75
Unemployed	7	7	14
<b>Grand Total</b>	<b>100</b>	<b>100</b>	<b>200</b>

*Source: Author's Calculations*

The occupational distribution within the surveyed population offers a glimpse into the professional diversity of participants. Understanding the varied professional contexts is essential for tailoring the PRP training content to resonate with the challenges and opportunities specific to different occupational domains. Both the control and experimental groups include individuals engaged in business activities, totaling 42 participants. Business professionals stand to benefit from PRP training by applying its principles to enhance personal and professional growth. Salaried individuals, whether in government (21 participants) or private sectors (48 participants), form significant portions of the surveyed population. PRP training may influence their performance and

job satisfaction, thereby impacting the broader work environment. A substantial number of participants (75) identify as self-employed, bringing an entrepreneurial mindset and autonomy in decision-making that contributes to distinct perspectives on personal responsibility and performance. A smaller group (14 participants) consists of unemployed individuals, and their insights are valuable in understanding how PRP training can be beneficial during periods of job-seeking and transition.

### **6.3.2 Summary Statistics**

Analyzing summary statistics serves as a crucial lens through which we examine the effectiveness of the training program. Beyond individual narratives, the quantitative insights derived from summary statistics provide a comprehensive view of the collective experiences of the participants. These summary statistics include mean scores, standard deviations, and the range of responses for key variables: Personal Index, Relationship Index, Professional Index, the composite PRP Index, and Overall Satisfaction. It may offer valuable indicators of the program's impact on various dimensions of life satisfaction, shedding light on both the magnitude and variability of changes observed. By analyzing the summary statistics, the study not only quantifies the shifts in personal, relationship, and professional indices but also gains a nuanced understanding of the patterns and trends within the control group and the experimental group over the period.

Table 4.3 provides the summary statistics of the responses of the control group collected at two different times. Initial response collection was held at Time 1 and the next collection of responses was after 12 months at Time 2. The examination of control group responses over Time 1 and Time 2 reveals nuanced shifts in various dimensions of life satisfaction and success. There is a slight

decrease in both the Personal and Relationship Indices at Time 2 suggesting a subtle reevaluation of individual perceptions in these domains. While the changes are within a narrow range, they raise questions about the factors influencing participants' personal and interpersonal well-being. Possible considerations may include shifts in personal circumstances, evolving relationship dynamics, or other external factors that may impact these aspects of life satisfaction.

Simultaneously, the more noticeable decrease in the Professional Index signifies a potential decline in perceived professional satisfaction among participants. Exploring the reasons behind this shift is crucial for understanding whether it is related to aspects of the external work-related factors, or individual career trajectories.

As a result, there is a marginal decrease in the PRP Index suggesting a delicate recalibration in the balance between personal, relationship, and professional factors. It is also noticed that there is a modest decrease in Overall Satisfaction at Time 2 invites reflection on the holistic well-being of participants. This finding underscores the interconnectedness of these dimensions and the self-revealed overall satisfaction. There may be other factors contributing to overall satisfaction, beyond the specific indices, such as individual expectations, life events, and the adaptability of the job natures. That may be the reason for this decrease in the PRP index and the overall satisfaction of the respondents.

*Table 3: Summary Statistics of Control Group Responses*

**Table 4.3 Summary Statistics of Control Group Responses**

Variable	Observations	Mean	Std. Dev.	Min	Max
<b>Time 1</b>					
Personal Index	100	5.089259	0.4806922	3.62963	6.185185
Relationship Index	100	5.012593	0.4747207	4	6.703704

Professional Index	100	5.036667	0.4942617	4.111111	6.296296
PRP Index	100	5.046173	0.2580517	4.333333	5.641975
<b>Overall Satisfaction</b>	<b>100</b>	<b>5.803099</b>	<b>0.2967594</b>	<b>4.983333</b>	<b>6.488272</b>
<b>Time 2</b>					
Personal Index	100	5.022222	0.4537925	3.777778	6.148148
Relationship Index	100	5.104815	0.4993256	3.888889	6.518519
Professional Index	100	4.899259	0.5232026	3.185185	5.925926
PRP Index	100	5.008765	0.2295577	4.419753	5.580247
<b>Overall Satisfaction</b>	<b>100</b>	<b>5.76008</b>	<b>0.2639914</b>	<b>5.082716</b>	<b>6.417284</b>

*Source: Author's Calculations*

Table 4.4 presents summary statistics for the Experiential Group's responses collected at two distinct time points (pre-training and post-training). The analysis reveals a compelling narrative of transformation across key dimensions of life satisfaction and success.

### **6.3.2.1 Pre-Training Phase**

In the pre-training phase, participants in the Experiential Group reported moderate scores across various indices. The mean scores for the Personal, Relationship, and Professional Indices, as well as the composite PRP Index, hovered around 5, indicating a baseline level of satisfaction. The standard deviations reflected a reasonable degree of variability, underscoring the diversity of individual perspectives within the group. The Overall Satisfaction mean score of 5.738 suggested a moderately positive baseline, with responses spanning from 4.927 to 6.730.

### **6.3.2.2 Post-Training Phase**

Post-training, the Experiential Group exhibited substantial positive shifts across all measured dimensions. The mean scores witnessed significant increases, showcasing the transformative impact of the comprehensive training program. Notably, the Personal Index surged to a mean of

7.460, highlighting a remarkable enhancement in participants' perception of their personal well-being. The Relationship Index and Professional Index similarly experienced substantial gains, reaching means of 7.537 and 7.505, respectively.

### **6.3.2.3 Comparative Analysis**

Comparing the pre-training and post-training phases underscores the comprehensive nature of the training program. The magnitude of improvement in the Personal Index (pre-training mean: 5.043, post-training mean: 7.460) signifies a profound positive impact on individuals' well-being. Similarly, the Relationship Index (pre-training mean: 4.968, post-training mean: 7.537) and Professional Index (pre-training mean: 4.958, post-training mean: 7.505) demonstrate substantial positive shifts, affirming the program's effectiveness in fostering improvements in interpersonal dynamics and professional satisfaction.

### **6.3.2.4 PRP Index and Overall Satisfaction**

The PRP Index, capturing the synergy between Personal, Relationship, and Professional factors, saw a noteworthy increase from a pre-training mean of 4.990 to a post-training mean of 7.501. This reinforces the program's success in holistically addressing the interconnected facets of individuals' lives. The Overall Satisfaction mean surged to 8.626 post-training, reflecting a highly positive consensus among participants about their overall well-being. The narrow standard deviations post-training underscores a remarkable level of agreement among participants, indicating a collective sense of achievement and contentment.

Table 4: Summary Statistics of Experiential Group Responses

Variable	Observations	Mean	Std. Dev.	Min	Max
<b>Pre-Training</b>					
Personal Index	100	5.042963	0.5014209	3.666667	6.444444
Relationship Index	100	4.968148	0.5094069	3.814815	6
Professional Index	100	4.957778	0.5472511	3.814815	6.740741
PRP Index	100	4.98963	0.2911424	4.283951	5.851852
<b>Overall Satisfaction</b>	<b>100</b>	<b>5.738074</b>	<b>0.3348137</b>	<b>4.926543</b>	<b>6.72963</b>
<b>Post -Training</b>					
Personal Index	100	7.46037	0.3395421	6.740741	8.259259
Relationship Index	100	7.536667	0.3415456	6.666667	8.296296
Professional Index	100	7.504815	0.3491748	6.666667	8.333333
PRP Index	100	7.500617	0.1941852	7.074074	8.049383
<b>Overall Satisfaction</b>	<b>100</b>	<b>8.62571</b>	<b>0.223313</b>	<b>8.135185</b>	<b>9.25679</b>

Source: Author's Calculations

The findings highlight the transformative potential of holistic training interventions such as PRP training. Beyond the statistical significance, the practical implications suggest that training programs addressing personal, relationship, and professional dimensions concurrently can lead to profound improvements in individuals' overall satisfaction and success. Further analysis might delve deeper into the specific components of the training that contributed most significantly to these positive shifts, facilitating the refinement and optimization of such programs.

### 6.3.3 Personal Index

Table 4.5 reveals distinct trends in the Control and Experimental Groups over different time points.

Table 5: Responses on Personal Index by Age Group

<b>Table 4.5: Responses on Personal Index by Age Group</b>								
Category	20-30	31-40	41-50	Total	20-30	31-40	41-50	Total



<b>Control Group</b>								
	<b>Time 1</b>				<b>Time 2</b>			
Mean	5.07	5.14	5.07	5.09	4.96	5.13	4.98	5.02
SD	0.53	0.5	0.44	0.48	0.48	0.38	0.48	0.45
Frequencies	27	32	41	100	27	32	41	100
<b>Experimental Group</b>								
	<b>Pre-Training</b>				<b>Post-Training</b>			
Mean	5.11	5.03	5	5.04	7.47	7.48	7.43	7.46
SD	0.46	0.49	0.55	0.5	0.33	0.34	0.35	0.34
Frequencies	27	36	37	100	27	36	37	100

*Source: Author's Calculations*

In the Control Group, a marginal decline in mean scores is observed from Time 1 to Time 2, suggesting a subtle shift in responses among individuals aged 20-30, 31-40, and 41-50. Conversely, the Experimental Group exhibits a noteworthy and statistically significant improvement in mean scores following training, with a substantial increase from Pre-Training to Post-Training for all age groups. The standard deviations, indicating the variability in responses within each group and time point, underscore the need for a nuanced understanding of individual differences. Overall, the findings suggest that the Experimental Group experienced positive transformations in the Personal Index after training, presenting an intriguing avenue for deeper investigation and potential implications for interventions aimed at enhancing personal well-being.

The analysis of the provided Table 4.6 on responses to the Personal Index by Gender reveals distinct patterns in the Control and Experimental Groups at various time points. In the Control Group, there is a marginal change in mean scores from Time 1 to Time 2, with females exhibiting a mean score of 5.04 in both instances, and males showing a slight decrease from 5.14 to 5.01. In contrast, the Experimental Group displays a noteworthy and statistically significant increase in

mean scores from Pre-Training to Post-Training for both females (5.06 to 7.55) and males (5.03 to 7.41).

*Table 6: Responses on Personal Index by Gender*

**Table 4.6: Responses on Personal Index by Gender**

Category	Female	Male	Total	Female	Male	Total
<b>Control Group</b>						
	Time 1			Time 2		
Mean	5.04	5.14	5.09	5.04	5.01	5.02
SD	0.46	0.5	0.48	0.45	0.46	0.45
Frequencies	48	52	100	48	52	100
<b>Experimental Group</b>						
	Pre-Training			Post-Training		
Mean	5.06	5.03	5.04	7.55	7.41	7.46
SD	0.53	0.49	0.5	0.32	0.34	0.34
Frequencies	39	61	100	39	61	100

*Source: Author's Calculations*

The standard deviations provide valuable insights into the variability of responses within each group and time point, indicating the degree of dispersion around the mean scores. Furthermore, the frequencies demonstrate a balanced distribution of participants in both the Control and Experimental Groups, with 48 females and 52 males in the Control Group and 39 females and 61 males in the Experimental Group, totaling 100 participants in each case. These findings suggest a need for a closer examination of the differential effects of the training program on genders, contributing to a more nuanced understanding of its impact on personal well-being.

Table 4.7 shows the responses to Personal Index by Lifestyle which reveals distinctive patterns in the Control and Experimental Groups at different time points. In the Control Group, there is a discernible variation in mean scores between Time 1 and Time 2, where urban exhibits a decrease

from 5.11 to 4.97, while rural remains relatively stable at 5.07. In contrast, the Experimental Group demonstrates a substantial and statistically significant increase in mean scores from Pre-Training to Post-Training for both urban (5.02 to 7.46) and rural (5.07 to 7.46) across different lifestyle categories.

*Table 7: Responses on Personal Index by Lifestyle*

**Table 4.7: Responses on Personal Index by Lifestyle**

Category	Rural	Urban	Total	Rural	Urban	Total
<b>Control Group</b>						
	Time 1			Time 2		
Mean	5.11	5.07	5.09	4.97	5.07	5.02
SD	0.49	0.48	0.48	0.48	0.43	0.45
Frequencies	51	49	100	51	49	100
<b>Experimental Group</b>						
	Pre-Training			Post-Training		
Mean	5.02	5.07	5.04	7.46	7.46	7.46
SD	0.43	0.57	0.5	0.35	0.33	0.34
Frequencies	49	51	100	49	51	100

*Source: Author's Calculations*

The standard deviations underscore the dispersion of responses within each group and time point, providing insight into the degree of variability around the mean scores. Frequencies indicate an even distribution of participants in each lifestyle category for both the Control and Experimental Groups, with 51 participants in the urban category and 49 in the rural category, totaling 100 participants in each group. These findings suggest that the training program may have differential effects based on individuals' lifestyles, highlighting the need for a closer examination of these dynamics to inform targeted interventions or adjustments in the program.

### 6.3.4 Relationship Index

Table 4.8 shows the Relationship Index by Age Group in the provided table reveals noteworthy trends in both the Control and Experimental Groups. In the Control Group, there is a discernible and general increase in mean scores from Time 1 to Time 2 across all age groups, with scores rising from 4.94 to 5.01 for ages 20-30, 4.99 to 5.05 for ages 31-40, and 5.08 to 5.13 for ages 41-50. In contrast, the Experimental Group displays a substantial and statistically significant improvement, with mean scores escalating from Pre-Training to Post-Training for all age groups: 5.01 to 7.49 for ages 20-30, 4.91 to 7.52 for ages 31-40, and 4.99 to 7.59 for ages 41-50.

The standard deviations offer valuable insights into the variability of responses within each group and time point, indicating the degree of dispersion around the mean scores. The consistent total sample sizes for each age group, maintained at 100 participants throughout the study, ensure comparability between time points and across groups, enhancing the robustness of the findings. Overall, these findings suggest a positive impact of the training program on the Relationship Index, particularly notable in the Experimental Group following the training intervention.

*Table 8: Responses on Relationship Index by Age Group*

**Table 4.8: Responses on Relationship Index by Age Group**

Category	20-30	31-40	41-50	Total	20-30	31-40	41-50	Total
<b>Control Group</b>								
	<b>Time 1</b>				<b>Time 2</b>			
Mean	4.94	4.99	5.08	5.01	5.05	5.11	5.13	5.1
SD	0.59	0.4	0.45	0.47	0.47	0.36	0.6	0.5
Frequencies	27	32	41	100	27	32	41	100
<b>Experimental Group</b>								
	<b>Pre-Training</b>				<b>Post-Training</b>			

Mean	5.01	4.91	4.99	4.97	7.49	7.52	7.59	7.54
SD	0.52	0.51	0.5	0.51	0.39	0.3	0.34	0.34
Frequencies	27	36	37	100	27	36	37	100

*Source: Author's Calculations*

The examination of the Relationship Index by Gender in the provided Table 4.9 reveals distinct patterns in both the Control and Experimental Groups. In the Control Group, a marginal change is observed in mean scores from Time 1 to Time 2 for females, while males exhibit an increase. The standard deviations underscore the variability in responses within each gender category, suggesting diverse experiences among participants.

*Table 9: Responses on Relationship Index by Gender*

**Table 4.9: Responses on Relationship Index by Gender**

Category	Female	Male	Total	Female	Male	Total
<b>Control Group</b>						
	<b>Time 1</b>			<b>Time 2</b>		
Mean	5.06	4.97	5.01	5.04	5.16	5.1
SD	0.44	0.5	0.47	0.49	0.5	0.5
Frequencies	48	52	100	48	52	100
<b>Experimental Group</b>						
	<b>Pre-Training</b>			<b>Post-Training</b>		
Mean	5.01	4.94	4.97	7.5	7.56	7.54
SD	0.44	0.55	0.51	0.32	0.36	0.34
Frequencies	39	61	100	39	61	100

*Source: Author's Calculations*

Contrastingly, the Experimental Group exhibits a substantial and statistically significant increase in mean scores from Pre-Training to Post-Training for both females (5.01 to 7.5) and males (4.94 to 7.56). The standard deviations again emphasize the variability in responses within each gender

category, reflecting diverse reactions to the training program. However, a notable distribution imbalance is evident in the Experimental Group, with more males (61) than females (39). This discrepancy may impact the generalizability of findings and warrants consideration in the interpretation of results. These findings suggest that the training program may have gender-specific effects, emphasizing the need for a closer examination of these dynamics in subsequent analyses.

The responses on the Relationship Index by Lifestyle in Table 4.10 highlight distinct trends within the Control and Experimental Groups. In the Control Group, there is a subtle variation in mean scores from Time 1 to Time 2 for both rural and urban lifestyles, indicating minor shifts in participants' perceptions of their relationships. The standard deviations underscore the variability in responses within each lifestyle category, signifying diverse experiences among individuals.

*Table 10: Responses on Relationship Index by Lifestyle*

**Table 4.10: Responses on Relationship Index by Lifestyle**

Category	Rural	Urban	Total	Rural	Urban	Total
<b>Control Group</b>						
	<b>Time 1</b>			<b>Time 2</b>		
Mean	5.08	4.94	5.01	5.1	5.11	5.1
SD	0.53	0.41	0.47	0.52	0.48	0.5
Frequencies	51	49	100	51	49	100
<b>Experimental Group</b>						
	<b>Pre-Training</b>			<b>Post-Training</b>		
Mean	5	4.94	4.97	7.56	7.51	7.54
SD	0.5	0.52	0.51	0.33	0.35	0.34
Frequencies	49	51	100	49	51	100

*Source: Author's Calculations*

Conversely, in the Experimental Group, a notable and statistically significant increase in mean scores is evident from Pre-Training to Post-Training for both rural (5.00 to 7.56) and urban (4.94

to 7.51) lifestyles. The standard deviations again emphasize the variability in responses within each lifestyle category, reflecting diverse reactions to the training program. Moreover, the frequencies in both groups indicate a balanced distribution of participants in rural and urban lifestyle categories, ensuring a representative sample for each category. These findings collectively suggest that the training program may have positive and transformative effects on the Relationship Index across diverse lifestyle categories, underlining its potential to enhance interpersonal dynamics.

### 6.3.5 Professional Index

The analysis of the Professional Index by Age Group in Table 4.11 reveals distinct trends within the Control and Experimental Groups. In the Control Group, there is a subtle decline in mean scores from Time 1 to Time 2 for all age groups, with the 31-40 age group experiencing a more pronounced decrease. The standard deviations underscore the variability in responses within each age group, emphasizing the diverse professional experiences of participants. Conversely, in the Experimental Group, a statistically significant decrease in mean scores is observed from Pre-Training to Post-Training for age groups 20-30 and 31-40, while the 41-50 age group shows a minimal decrease. Standard deviations once again highlight the variability in responses within each age group, indicating diverse professional perceptions among participants.

*Table 11: Responses on Professional Index by Age Group*

**Table 4.11: Responses on Professional Index by Age Group**

Category	20-30	31-40	41-50	Total	20-30	31-40	41-50	Total
<b>Control Group</b>								
	<b>Time 1</b>				<b>Time 2</b>			
Mean	5.07	5.02	5.02	5.04	4.97	4.79	4.94	4.9

SD	0.48	0.52	0.5	0.49	0.57	0.54	0.48	0.52
Frequencies	27	32	41	100	27	32	41	100
<b>Experimental Group</b>								
	<b>Pre-Training</b>				<b>Post-Training</b>			
Mean	4.99	4.94	4.95	4.96	7.54	7.54	7.44	7.5
SD	0.49	0.51	0.63	0.55	0.45	0.34	0.27	0.35
Frequencies	27	36	37	100	27	36	37	100

*Source: Author's Calculations*

Furthermore, the frequencies demonstrate a balanced distribution of participants across age groups in both the Control and Experimental Groups, ensuring a representative sample for each age category. These findings collectively suggest that the training program may have varying effects on the Professional Index across different age groups, highlighting the necessity for further investigation into the nuanced dynamics of professional development within these cohorts.

Table 4.12 shows the Professional Index by Gender which reveals distinct patterns within the Control and Experimental Groups. In the Control Group, there is a decline in mean scores from Time 1 to Time 2 for both females (4.93 to 4.83) and males (5.13 to 4.96). Standard deviations reflect the variability in responses within each gender category, highlighting diverse professional experiences among participants. Frequencies indicate an even distribution of participants between genders, ensuring a representative sample.

Conversely, in the Experimental Group, a statistically significant increase in mean scores is observed from Pre-Training to Post-Training for both females (4.94 to 7.46) and males (4.97 to 7.53). Standard deviations once again indicate variability in responses, emphasizing the diversity of professional perceptions within each gender category. However, frequencies reveal a



distribution imbalance, with more males (61) than females (39) in the Experimental Group. The findings collectively suggest that the training program may have varying effects on the Professional Index based on gender, underscoring the importance of further investigation into the dynamics of professional development within distinct gender categories.

*Table 12: Responses on Professional Index by Gender*

**Table 4.12: Responses on Professional Index by Gender**

Category	Female	Male	Total	Female	Male	Total
<b>Control Group</b>						
	<b>Time 1</b>			<b>Time 2</b>		
Mean	4.93	5.13	5.04	4.83	4.96	4.9
SD	0.48	0.49	0.49	0.53	0.51	0.52
Frequencies	48	52	100	48	52	100
<b>Experimental Group</b>						
	<b>Pre-Training</b>			<b>Post-Training</b>		
Mean	4.94	4.97	4.96	7.46	7.53	7.5
SD	0.54	0.56	0.55	0.35	0.35	0.35
Frequencies	39	61	100	39	61	100

*Source: Author's Calculations*

The examination of the Professional Index by Lifestyle in the provided table highlights distinctive trends within the Control and Experimental Groups. In the Control Group, there is a variation in mean scores from Time 1 to Time 2 for both rural (5.01 to 4.9) and urban (5.06 to 4.9) lifestyles, with standard deviations indicating variability in responses within each lifestyle category. Frequencies confirm an even distribution of participants between rural and urban categories, ensuring a representative sample.

Conversely, in the Experimental Group, a statistically significant increase in mean scores is observed from Pre-Training to Post-Training for both rural (4.92 to 7.45) and urban (4.99 to 7.56)

lifestyles. Standard deviations again indicate variability in responses within each lifestyle category. Frequencies demonstrate a balanced distribution of participants in both rural and urban categories, further supporting the representativeness of the sample. These findings collectively suggest that the training program may have positive and transformative effects on the Professional Index across diverse lifestyle categories, highlighting the need for further investigation into the nuanced dynamics of professional development within these contexts.

*Table 13: Responses on Professional Index by Lifestyle*

**Table 4.13: Responses on Professional Index by Lifestyle**

Category	Rural	Urban	Total	Rural	Urban	Total
<b>Control Group</b>						
	Time 1			Time 2		
Mean	5.01	5.06	5.04	4.9	4.9	4.9
SD	0.56	0.42	0.49	0.49	0.56	0.52
Frequencies	51	49	100	51	49	100
<b>Experimental Group</b>						
	Pre-Training			Post-Training		
Mean	4.92	4.99	4.96	7.45	7.56	7.5
SD	0.47	0.62	0.55	0.35	0.34	0.35
Frequencies	49	51	100	49	51	100

*Source: Author's Calculations*

### 6.3.6 PRP Index

The analysis of the PRP Index by Age Group reveals distinct patterns within the Control and Experimental Groups. In the Control Group, there is a slight decrease in mean scores from Time 1 to Time 2 for all age groups, with the 20-30 age group experiencing a more pronounced decline. Standard deviations reflect the variability in responses within each age group, underscoring diverse

perceptions among participants. Frequencies demonstrate a consistent distribution of participants across age groups in the Control Group, ensuring a representative sample.

Conversely, in the Experimental Group, a remarkable and statistically significant increase in mean scores is observed from Pre-Training to Post-Training for age groups 20-30 and 31-40, while the 41-50 age group shows a minimal decrease. Standard deviations again indicate variability in responses within each age group, emphasizing the diverse professional perspectives among participants. Frequencies confirm a consistent distribution of participants across age groups in the Experimental Group.

These findings collectively suggest that the training program may have varying effects on the PRP Index across different age groups, emphasizing the need for further investigation into the nuanced dynamics of professional development within these cohorts (Table 4.14).

*Table 14: Responses on PRP Index by Age Group*

**Table 4.14: Responses on PRP Index by Age Group**

Category	20-30	31-40	41-50	Total	20-30	31-40
<b>Control Group</b>						
	<b>Time 1</b>				<b>Time 2</b>	
Mean	5.026	5.052	5.055	5.046	4.990	5.010
SD	0.289	0.292	0.210	0.258	0.270	0.210
Frequencies	27	32	41	100	27	32
<b>Experimental Group</b>						
	<b>Pre-Training</b>				<b>Post-Training</b>	
Mean	0.303	0.253	0.320	0.291	7.500	7.510
SD	5.037	4.962	4.982	4.990	0.200	0.190
Frequencies	27	36	37	100	27	36

*Source: Author's Calculations*

Table 4.15 analyses the PRP Index by gender and reveals distinct patterns in both the Control and Experimental Groups. In the Control Group, a nuanced shift in mean scores is observed from Time 1 to Time 2, characterized by a slight decrease for females and a marginal increase for males. Standard deviations indicate variability in responses within each gender category, underscoring diverse perceptions among participants. Frequencies confirm an even distribution of participants between genders, ensuring a representative sample.

Conversely, in the Experimental Group, a substantial and statistically significant increase in mean scores is evident from Pre-Training to Post-Training for both females and males. Standard deviations again emphasize variability in responses, showcasing the diverse professional perspectives among participants. However, frequencies highlight a distribution imbalance, with more males than females in the Experimental Group.

These findings collectively suggest that the training program may exert varying effects on the PRP Index based on gender, indicating the need for further investigation into these dynamics in subsequent analyses. Understanding the differential impact on males and females can contribute to refining the training program and tailoring interventions to address specific PRP development needs within each gender category.

*Table 15: Responses on PRP Index by Gender*

**Table 4.15: Responses on PRP Index by Gender**

Category	Female	Male	Total	Female	Male	Total
<b>Control Group</b>						
	<b>Time 1</b>			<b>Time 2</b>		
Mean	5.01	5.08	5.05	4.97	5.04	5.01
SD	0.22	0.28	0.26	0.22	0.23	0.23

Frequencies	48	52	100	48	52	100
<b>Experimental Group</b>						
	<b>Pre-Training</b>			<b>Post-Training</b>		
Mean	5.00	4.98	4.99	7.5	7.5	7.5
SD	0.26	0.31	0.29	0.19	0.2	0.19
Frequencies	39	61	100	39	61	100

*Source: Author's Calculations*

The examination of the PRP Index across lifestyle categories in both the Control and Experimental Groups yields insightful patterns. In the Control Group, a discernible shift in mean scores is evident from Time 1 to Time 2, characterized by a decrease in the Rural lifestyle and an increase in the Urban lifestyle. Standard deviations underscore the variability in responses within each lifestyle category, emphasizing diverse perspectives among participants. Frequencies further confirm an equitable distribution of participants between Rural and Urban categories, ensuring a representative sample.

Contrastingly, in the Experimental Group, a substantial and statistically significant increase in mean scores is observed from Pre-Training to Post-Training for both Rural and Urban lifestyles. Standard deviations again emphasize variability in responses, reflecting the diverse professional perspectives within each lifestyle category. Frequencies demonstrate a balanced distribution of participants in both Rural and Urban categories, indicating an equitable representation in the Experimental Group.

These findings collectively suggest that the training program may exert positive effects on the PRP Index across diverse lifestyle categories, emphasizing the need for further investigation into the nuanced dynamics of personal, relationship, and professional development within these distinct contexts. The implications of these findings extend to tailoring training interventions to address

the specific professional needs of individuals based on their lifestyle, contributing to a more targeted and effective personal, relationship, and professional development approach.

*Table 16: Responses on PRP Index by Lifestyle*

**Table 4.16: Responses on PRP Index by Lifestyle**

Category	Rural	Urban	Total	Rural	Urban	Total
<b>Control Group</b>						
	<b>Time 1</b>			<b>Time 2</b>		
Mean	5.069	5.023	5.046	4.99	5.03	5.01
SD	0.294	0.215	0.258	0.21	0.25	0.23
Frequencies	51	49	100	51	49	100
<b>Experimental Group</b>						
	<b>Pre-Training</b>			<b>Post-Training</b>		
Mean	4.97934	4.999516	4.98963	7.49	7.51	7.5
SD	0.272077	0.310748	0.291142	0.2	0.19	0.19
Frequencies	49	51	100	49	51	100

*Source: Author's Calculations*

### 6.3.7 T-Test

Personal, Relationship, and Professional (PRP) factors play a pivotal role in ensuring job satisfaction and success in life. This section of the study investigates the impact of a training program on the PRP factors across various demographic and contextual factors. Specifically, the examination focuses on age, gender, and lifestyle categories within both Control and Experimental Groups. The PRP Index, a comprehensive measure of ensuring job satisfaction and success in life, is assessed at different time points to capture the dynamic nature of PRP development.

The Control Group reflects the status quo, offering a baseline for comparison, while the Experimental Group experiences a targeted training intervention. Through a detailed analysis of PRP Index responses, this research aims to discern patterns, identify variations, and uncover nuanced dynamics in PRP development. By exploring how age, gender, and lifestyle influence the

impact of training, this study provides valuable insights for tailoring job satisfaction and success strategies to diverse PRP needs. The findings from this examination will contribute to a nuanced understanding of PRP development, guiding the refinement of training interventions for a more targeted and effective approach.

The hypothetical scenarios for conducting t-tests to assess the significance of the observed changes in the PRP Index in both the Control and Experimental Groups are given below.

### **Hypotheses:**

#### **1. Control Group:**

*Null Hypothesis ( $H_0$ ): There is no significant difference in mean PRP Index scores in the Control Group at Time 2.*

*Alternative Hypothesis ( $H_1$ ): There is a significant difference in mean PRP Index scores in the Control Group at Time 2.*

#### **2. Experimental Group:**

*Null Hypothesis ( $H_0$ ): There is no significant difference in mean PRP Index scores in the Experimental Group at Post-Training.*

*Alternative Hypothesis ( $H_1$ ): There is a significant difference in mean PRP Index scores in the Experimental Group at Post-Training.*

## Results

Table 4.17 shows the test results for the control group. It indicates no statistically significant difference between the means of PRP Index in time 1 (mean = 5.0462) and PRP Index in time 2 (mean = 5.0088) at a confidence level of 95%. The positive Pearson Correlation (0.0798) suggests a weak positive linear relationship between the two variables. The t Statistic of 1.1287 is below the critical value for a one-tailed test ( $t_{\text{Critical one-tail}} = 1.6604$ ), and the p-value (0.2617) is greater than the significance level of 0.05. Therefore, there is insufficient evidence to reject the null hypothesis.

In practical terms, the results suggest that the means of PRP Index in time 1 and PRP Index in time 2 are not significantly different from each other. The weak positive correlation indicates a slight positive association between the two variables. Overall, these findings imply that any observed differences in means between PRP Index in time 1 and PRP Index in time 2 are likely due to random variation rather than a systematic effect.

*Table 17: Responses on PRP Index by Lifestyle*

**Table 4.17: Responses on PRP Index by Lifestyle**

	<b>PRP Index_Time 1</b>	<b>PRP Index_Time 2</b>
Mean	5.046	5.009
Variance	0.067	0.053
Observations	100.000	100.000
Pearson Correlation	0.080	
Hypothesized Difference	Mean 0.000	
df	99.000	
t Stat	1.129	



P(T<=t) one-tail	0.131	
t Critical one-tail	1.660	
P(T<=t) two-tail	0.262	
t Critical two-tail	1.984216952	

*Source: Author's Calculations*

As shown in Table 4.18, the t-test results indicate a highly significant difference between the means of PRP Index\_Pre Training (mean = 4.9896) and PRP Index\_Post Training (mean = 7.5006) at a confidence level of 95%. The negative Pearson Correlation (-0.1204) suggests a weak negative linear relationship between the two variables. The t Statistic of -68.0662 is well beyond the critical value for a two-tailed test (t Critical two-tail = 1.9842), leading to the rejection of the null hypothesis. The extremely low p-value (5.98037E-85) further supports the rejection of the null hypothesis.

In practical terms, the results indicate a substantial increase in the mean scores from PRP Index\_Pre Training to PRP Index\_Post Training, suggesting a positive impact of an intervention or treatment. The negative correlation suggests that higher scores on PRP Index\_Pre Training are associated with lower scores on Index\_Post Training, reinforcing the observed increase. Overall, these findings provide strong evidence that the training program or intervention has led to a significant improvement in the measured variable, highlighting its effectiveness in enhancing the targeted outcome.

*Table 18: The Result of Paired Two Sample for Means (t-Test) for the Experimental Group*

**Table 4.18: The Result of Paired Two Sample for Means (t-Test) for the Experimental Group**

	<b>PRP Index_Pre_Training</b>	<b>PRP Index_Post_Training</b>
Mean	4.990	7.501

Variance	0.085	0.038
Observations	100.000	100.000
Pearson Correlation	-0.120	
Hypothesized Difference	Mean 0.000	
df	99.000	
t Stat	-68.066	
P(T<=t) one-tail	0.000	
t Critical one-tail	1.660	
P(T<=t) two-tail	0.000	
t Critical two-tail	1.984216952	

*Source: Author's Calculations*

In summary, the t-test results for the Control Group (Table 4.17) reveal no statistically significant difference in the mean PRP Index scores between Time 1 and Time 2, with a weak positive correlation indicating marginal association. Conversely, the Experimental Group (Table 4.18) demonstrates a highly significant and substantial increase in mean PRP Index scores from Pre-Training to Post-Training, accompanied by a negative correlation. These findings suggest that the training program or intervention had a significant positive impact on the Experimental Group, leading to improved PRP Index scores. The lack of significant change in the Control Group underscores the effectiveness of the intervention in driving the observed improvements.

## 6.4 Conclusion

The study delves into the impact of PRP (Personal, Relationship, and Professional) training on life satisfaction, exploring a diverse participant pool with balanced age representation in both control and experimental groups. Gender distribution, marital status, lifestyle preferences, educational backgrounds, and occupational diversity contribute to the nuanced understanding of the participants' profiles. Employing summary statistics, the study highlights subtle shifts in life

satisfaction dimensions within the control group, emphasizing the interconnectedness of personal, relationship, and professional factors. Conversely, the Experimental Group demonstrates substantial positive shifts post-training, indicating the program's transformative impact on personal well-being, interpersonal dynamics, and professional satisfaction.

In analyzing the Personal Index, positive impacts across various age groups are evident. Notable shifts, particularly in individuals aged 20-30, 31-40, and 41-50, underscore the program's positive influence on personal well-being. A deeper examination by gender reveals consistency for females and a positive shift for males post-training, emphasizing the program's effectiveness in positively influencing personal well-being. Analysis by lifestyle indicates potential variations in impact based on participants' living environments, highlighting the need for nuanced considerations in informing targeted interventions or program adjustments.

Turning to the Relationship Index, the Control Group shows a general increase, while the Experimental Group displays a significant improvement post-training, emphasizing the program's effectiveness in enhancing interpersonal dynamics. Positive trends by gender in the Experimental Group reinforce the training's impact on fostering positive changes in relationship satisfaction for both females and males. Analysis by lifestyle suggests potential differential effects based on participants' living environments, necessitating a closer examination of these dynamics.

In terms of the Professional Index, the Control Group experiences a subtle decline, while the Experimental Group shows a statistically significant increase post-training, particularly for individuals aged 20-30 and 31-40. Findings indicate varying effects of the training program on professional satisfaction across different age groups. Analysis by gender highlights positive

influences for both females and males in the Experimental Group. Examination by lifestyle reveals distinct trends, suggesting potential variations in the impact of the program on professional satisfaction based on participants' lifestyles. Collectively, these nuanced findings underscore the need for a comprehensive understanding of the training program's impact, emphasizing the importance of considering demographic nuances in tailoring interventions for more targeted and effective approaches.

Contrasting these nuanced insights, the t-test results for the Control Group indicate no statistically significant difference in the mean PRP Index scores between Time 1 and Time 2. The weak positive correlation and lack of significant change underscore the marginal association and limited impact in the Control Group. In stark contrast, the Experimental Group demonstrates a highly significant and substantial increase in mean PRP Index scores from Pre-Training to Post-Training, accompanied by a negative correlation. These compelling findings highlight the significant positive impact of the training program in the Experimental Group, reinforcing its effectiveness in driving meaningful improvements in PRP Index scores.

## **CHAPTER VII**

### **REVEALING THE FABRIC OF SUCCESS: INVESTIGATING LIFE SATISFACTION AND SUCCESS THROUGH THE LENS OF PERSONAL, RELATIONSHIP, AND PROFESSIONAL INDICATORS - A CASE STUDY APPROACH**

#### **7.1 Introduction**

In the pursuit of understanding the intricate dynamics that contribute to life satisfaction and success, the intersection of personal, relationship, and professional dimensions emerges as a focal point for investigation. This research endeavors to unravel the complexities underlying the holistic well-being and achievements of renowned individuals throughout history and the contemporary era. The central question driving this inquiry is: "How have notable figures in history and the present maximized their life satisfaction and attained remarkable success?"

The fascination with the lives of accomplished individuals transcends mere admiration; it serves as a lens through which we can explore the interconnected realms of personal, relationship, and professional indicators. This study seeks to delve into the multifaceted nature of life satisfaction and success, recognizing that professional accomplishments do not singularly define these phenomena but are, in fact, influenced by a delicate interplay of factors within an individual's personal and relational spheres.

The primary objective of this chapter is to conduct an in-depth analysis of the personal, relationship, and professional characteristics of individuals who have achieved extraordinary success. By employing a holistic approach, we aim to discern patterns and correlations that elucidate how these three dimensions interact to shape an individual's overall life satisfaction. To

operationalize this investigation, we will employ a comprehensive assessment tool, the Personal, Relationship, and Professional (PRP) metrics that we discussed in the previous chapters, synthesizing key aspects of an individual's life experience.

To accomplish this objective, the study will adopt a case study methodology, delving into the lives of selected renowned personalities. These case studies will serve as rich narratives, allowing for a nuanced exploration of the strategies, choices, and challenges that contributed to these individuals' life satisfaction and success. By examining the experiences of notable figures, namely, Gandhi, Nelson Mandela, APJ Abdul Kalam, and Barack Obama, across diverse fields, from arts and sciences to business and politics, we aim to distil the PRP elements influenced in their life success.

In undertaking this research, we aspire to contribute not only to the academic understanding of life satisfaction and success but also to offer practical insights and inspiration for individuals seeking fulfillment and achievement in their own lives. Through a holistic lens, this study aims to illuminate the pathways to success by unraveling the intricate tapestry woven by personal, relationship, and professional dimensions in the lives of those who have left an indelible mark on history such as Mahatma Gandhi, Nelson Mandela, APJ Abdul Kalam, and Barack Obama.

## **7.2 CASE 1: MOHANDAS KARAMCHAND GANDHI**

Mahatma Gandhi, the "Father of India," is an iconic figure recognized for his leadership in India's independence movement and his unwavering commitment to non-violent resistance. Examining his life through the lens of personal, relationship, and professional indicators offers valuable insights into how he maximized life satisfaction and achieved success.

### **7.2.1 Gandhi: A Holistic Exploration**

Mahatma Gandhi's personal elements were deeply interconnected with his values, simplicity, spirituality, empathy, and self-discipline. His life satisfaction emanated from living in harmony with these elements and finding fulfillment in the service of others and the pursuit of justice through non-violent means. The following sections will explain how he has secured success in life by excelling in personal aspects.

#### **Health:**

Gandhi's approach to health was deeply rooted in simplicity and natural living. He believed in the importance of a balanced and vegetarian diet, regular physical activity, and the promotion of mental well-being. His commitment to a simple lifestyle, which included practices like fasting and communal work, reflected his understanding of the interconnectedness of physical and mental health<sup>1</sup>(Gandhi, 1921).

#### **Personality Traits:**

Gandhi's personality was characterized by humility, resilience, and an unwavering commitment to truth. His simplicity and self-discipline were evident in every aspect of his life. His ability to empathize with the suffering of others, combined with a strong sense of integrity, defined his

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<sup>1</sup> "A Guide to Health" by Mahatma Gandhi: This book, written by Gandhi himself, outlines his philosophy of health and wellness, including his views on diet, exercise, and hygiene.

personality and set the stage for his leadership in the Indian independence movement (Gandhi, 1929).

#### Values and Beliefs:

At the core of Gandhi's being were his values of truth, non-violence (ahimsa), and self-discipline. These values, drawn from his deeply spiritual beliefs, guided his actions and decision-making. His commitment to truth and non-violence as powerful tools for social and political change became the cornerstone of his philosophy.

#### Interpersonal Relationships:

Gandhi's interpersonal relationships were marked by humility, empathy, and inclusivity. His ability to connect with people from all walks of life, regardless of their socio-economic status or background, showcased his commitment to communal harmony. His relationship with his wife, Kasturba Gandhi, exemplified partnership and mutual support.

#### Social Support:

Gandhi's social support network extended beyond his immediate family to the broader community. He valued the collective strength of individuals working together for a common cause. His ability to mobilize and inspire people to join the independence movement highlighted the importance he placed on communal support and solidarity.

#### Mindset and Attitudes:



Gandhi's mindset was rooted in the belief that change begins from within. His positive attitude towards challenges and his unwavering commitment to non-violence demonstrated a mindset focused on constructive and transformative solutions. His resilience in the face of adversity exemplified a mindset that sought to find common ground and foster understanding.

#### Self-Esteem:

Gandhi's self-esteem was not derived from material possessions or external validation but rather from his adherence to principles and his commitment to serving others. His sense of self-worth was deeply tied to his moral integrity and the positive impact he could make on society.

#### Self-Efficacy:

Gandhi's self-efficacy was evident in his belief that individuals, regardless of their background, had the power to bring about significant change. His philosophy of non-violent resistance empowered people to believe in their capacity to effect societal transformation.

#### Cognitive Processes:

Gandhi's cognitive processes were characterized by critical thinking, reflection, and a constant search for truth. His ability to challenge conventional wisdom and question established norms paved the way for innovative and strategic thinking in both his personal and political life.

In sum, Mohandas Karamchand Gandhi's has all the values that we mentioned in the personal aspect of PRP metrics. His life provides a profound study of how interconnected these aspects are,

shaping not only an individual's character but also influencing the course of history. His holistic approach to health, values, relationships, and mindset serves as an enduring example for individuals seeking a balanced and impactful life.

### **7.2.2 Gandhi: A Comprehensive Overview**

Mahatma Gandhi's relationships were characterized by humility, inclusivity, and a commitment to community engagement. His satisfaction was intricately tied to his service to others, the impact on society, the legacy of unity, spiritual fulfillment, and the enduring influence of his principles on the pursuit of justice and non-violence. Beyond the external trappings of success, the following section delve into the relationship qualities that formed the bedrock of his fulfilling life

#### **Family Support:**

Gandhi's relationship with his family, particularly his wife Kasturba and four children, was characterized by mutual support and shared values. Despite his extensive public commitments, he maintained close ties with his family, emphasizing the importance of familial bonds in personal development.

#### **Conflict Resolution Skills:**

Gandhi's approach to conflict resolution was grounded in non-violence (ahimsa) and peaceful dialogue. His ability to navigate and resolve conflicts, whether in the political arena or personal relationships, showcased a commitment to finding common ground through empathy, understanding, and negotiation.

### Social Well-being:

Gandhi's life and philosophy were centered around the well-being of society. His dedication to social causes, such as untouchability and economic disparity, exemplified his commitment to the upliftment of the broader community, contributing to the overall social well-being.

### Interpersonal Relationships:

Gandhi's interpersonal relationships were marked by simplicity, humility, and inclusivity. His ability to connect with people from diverse backgrounds, whether political leaders or common citizens, underscored his belief in the essential unity of humanity.

### Social Support:

Gandhi's reliance on social support was evident in his ability to mobilize and inspire large groups of people for common causes. His leadership in the Indian independence movement showcased his capacity to garner societal support and unify diverse communities toward a shared goal.

### Community Engagement:

Gandhi's philosophy emphasized the importance of community engagement. His constructive programs, such as the promotion of khadi (hand-spun cloth) and the upliftment of rural communities through education and self-reliance, highlighted his commitment to grassroots community development.

### Work Relationships:

Gandhi's work relationships were characterized by a cooperative and inclusive ethos. He believed in the dignity of labor and engaged in activities like communal spinning, emphasizing the value of shared work for both personal and societal development.

#### Friendship Quality:

Gandhi's friendships were grounded in shared values and a commitment to social causes. Personalities like Jawaharlal Nehru and Sardar Patel were not just political allies but friends who shared a common vision for India's future.

#### Communication Skills:

Gandhi's communication skills were characterized by clarity, simplicity, and sincerity. His ability to convey complex ideas in accessible language contributed to his effectiveness as a leader and a communicator, resonating with diverse audiences.

In essence, Mohandas Karamchand Gandhi's life exemplifies a holistic and interconnected approach to various aspects of relationship and social well-being. His emphasis on values, interpersonal relationships, and community engagement serves as a timeless model for individuals seeking to contribute meaningfully to the betterment of society.

### **7.2.3 Gandhi: Navigating Professional Dimensions**

Mahatma Gandhi's professional aspects were characterized by his legal career, non-violent activism, leadership in the Indian independence movement, advocacy for self-sufficiency, and his role as a global champion of non-violence. His satisfaction derived from the tangible impact on

social change, the advancement of non-violent ideals, the empowerment of marginalized communities, the success of independence campaigns, and the legacy of moral leadership he left for future generations. The following sections will illuminate how his exceptional professional compass guided him towards remarkable success.

#### Career Fulfillment:

Gandhi's career was not defined by conventional success but rather by a profound sense of purpose. His commitment to social and political change, grounded in principles of non-violence and truth, exemplified a unique form of career fulfillment that transcended traditional notions of success.

#### Income and Financial Stability:

Gandhi deliberately embraced a simple and frugal lifestyle, emphasizing the minimization of material desires. His commitment to a modest way of life reflected a conscious choice to prioritize ethical and moral considerations over financial gain.

#### Work-Life Balance:

Gandhi's life was a testament to the integration of work and personal values. His commitment to principles of truth and non-violence was not compartmentalized but infused every aspect of his life, demonstrating a holistic approach that went beyond traditional notions of work-life balance.

#### Job Satisfaction:

Gandhi's job satisfaction was derived from his alignment with a higher purpose—the service of humanity. His work in social and political activism provided him with a profound sense of satisfaction, driven by the belief that his efforts were contributing to positive societal change.

#### Professional Development:

Gandhi's professional development was marked by a continuous process of self-improvement and learning. His experiences, including his legal career in South Africa and later leadership roles in the Indian independence movement, contributed to his evolving understanding of leadership and activism.

#### Career Progression:

Gandhi's career progression was unconventional, transitioning from a lawyer in South Africa to a leader in India's independence movement. His progression was not defined by traditional hierarchies but by his evolving role as a symbol of non-violent resistance and a voice for the marginalized.

#### Job Security:

Gandhi's commitment to principles, regardless of the consequences, exemplified a unique form of job security. His unwavering dedication to non-violence and truth, despite facing imprisonment and adversity, showcased a different perspective on job security rooted in moral conviction.

#### Workplace Relationships:

Gandhi's workplace relationships were characterized by humility and a belief in the equality of all individuals. His interactions with colleagues, activists, and political leaders reflected a commitment to collaborative efforts and shared values.

#### Workplace Environment:

Gandhi's emphasis on simplicity extended to the workplace environment. Whether engaging in communal spinning or living in ashrams, he sought to create environments that fostered a sense of community, shared responsibility, and a focus on collective goals.

In examining Gandhi's professional dimensions, one finds a unique paradigm that challenges conventional notions of career success and fulfillment. His emphasis on moral and ethical considerations, coupled with a commitment to service, provides a distinctive lens through which to evaluate one's own professional journey.

In summary, after examining Gandhi's performance across 27 metrics related to personal, interpersonal, and professional aspects, it is evident that the PRP index is well-balanced and notably high. This suggests that Gandhi can be perceived as a successful individual.

### **7.3 CASE 2: NELSON MANDELA**

Nelson Mandela, the iconic freedom fighter and first black president of South Africa, embodies a remarkable journey of resilience, forgiveness, and leadership. Examining his life through a holistic lens of personal, relationship, and professional indicators offers valuable insights into how he achieved life satisfaction and success.

### **7.3.1 Nelson Mandela: A Holistic Portrait: Personal Elements**

Nelson Mandela's personal elements encompassed resilience, courage, humanitarian values, forgiveness, and humility. His satisfaction was deeply intertwined with the end of apartheid, successful reconciliation efforts, global recognition, the legacy of leadership, and continued activism for a better world. To uncover the full spectrum of personal characteristics, we'll explore diverse elements and their multifaceted significance in the following.

#### **Health:**

Nelson Mandela's robust health was a testament to his resilience during his long incarceration. His commitment to physical fitness, mental well-being, and disciplined routines while in prison highlighted his determination to maintain health even under challenging circumstances.

#### **Personality Traits:**

Mandela's personality was marked by resilience, humility, and a deep sense of justice. His ability to forgive, lead with compassion, and maintain humility even in the face of adversity showcased a remarkable blend of strength and humanity.

#### **Values and Beliefs:**

Mandela's values were deeply rooted in equality, justice, and the dismantling of apartheid. His unwavering belief in reconciliation and forgiveness, even towards those who oppressed him, exemplified his commitment to a united and just South Africa.



### Interpersonal Relationships:

Mandela's interpersonal relationships were characterized by his ability to connect with people from all walks of life. His leadership style was inclusive, fostering a sense of unity and collaboration among diverse communities in the pursuit of a shared vision.

### Social Support:

Mandela drew on a strong network of social support during his activism and imprisonment. The anti-apartheid movement and international pressure provided him with a global network of allies, showcasing the importance of social support in his struggle for justice.

### Mindset and Attitudes:

Mandela's mindset was rooted in resilience, hope, and a commitment to a future of reconciliation. His positive attitude towards negotiation and forgiveness was instrumental in the transition from apartheid to a democratic South Africa.

### Self-Esteem:

Mandela's self-esteem was not derived from personal success but from his contribution to societal change. His humility and focus on collective achievements over personal accolades showcased a healthy sense of self-worth.

### Self-Efficacy:

Mandela's self-efficacy was evident in his belief that individuals, regardless of their background, could bring about significant societal change. His resilience during imprisonment and subsequent leadership demonstrated a strong sense of personal agency.

Cognitive Processes:

Mandela's cognitive processes were characterized by strategic thinking, adaptability, and a long-term vision. His ability to navigate complex political negotiations, coupled with a commitment to justice, showcased sophisticated cognitive processes at play.

In sum, Nelson Mandela's life provides a multifaceted example of a leader who not only transformed a nation but also embodied values of forgiveness, reconciliation, and justice. His holistic approach to health, personality, relationships, and societal change serves as an enduring source of inspiration and reflection for individuals and leaders worldwide.

### **7.3.2 Nelson Mandela: A Compassionate Leader**

Nelson Mandela's relationships were characterized by family bonds, comradeship in activism, international diplomacy, reconciliation efforts, and community engagement. His satisfaction stemmed from the end of apartheid, reconciliation and nation-building, global recognition, the legacy of leadership, and continued activism for positive change. The following section will discuss different dimensions of relationship elements for a comprehensive understanding.

Family Support:

Nelson Mandela's family played a crucial role in his life, providing unwavering support during his long incarceration. Despite the personal sacrifices imposed by his political commitments, Mandela maintained strong connections with his family, highlighting the importance of familial bonds in sustaining him emotionally.

#### Conflict Resolution Skills:

Mandela's approach to conflict resolution was grounded in reconciliation and forgiveness. His leadership during the transition from apartheid to democracy in South Africa demonstrated a remarkable ability to bridge divides, promote understanding, and foster peaceful coexistence.

#### Social Well-being:

Mandela's commitment to social justice and equality contributed significantly to his own social well-being. His efforts to dismantle apartheid and establish a democratic South Africa reflected a broader dedication to the welfare of society, which, in turn, influenced his own sense of well-being.

#### Interpersonal Relationships:

Mandela's interpersonal relationships were marked by humility and an ability to connect with people from various backgrounds. His inclusive leadership style and genuine interest in the well-being of others fostered a sense of unity and solidarity, contributing to the success of the anti-apartheid movement.

#### Social Support:

Mandela drew strength from a vast network of social support, both domestically and internationally. The anti-apartheid movement and global pressure on the South African government exemplified the significance of collective support in achieving societal change.

#### Community Engagement:

Mandela's commitment to community engagement was evident in his involvement in various social and political causes. From anti-apartheid activism to post-apartheid nation-building efforts, he consistently engaged with communities, emphasizing the importance of collective participation in shaping a just society.

#### Work Relationships:

Mandela's work relationships, both within and outside the political sphere, were characterized by collaboration and inclusivity. His ability to build alliances and work with individuals across political divides showcased his dedication to national unity and reconciliation.

#### Friendship Quality:

Mandela's friendships were marked by genuine connections and shared values. Personalities like Desmond Tutu and Walter Sisulu were not only political allies but true friends, reflecting the quality and depth of relationships in Mandela's life.

#### Communication Skills:

Mandela's communication skills were instrumental in rallying support for the anti-apartheid movement and later in fostering reconciliation. His speeches and negotiations were characterized by eloquence, empathy, and a commitment to dialogue, showcasing effective communication as a tool for social change.

In summary, Nelson Mandela's life serves as a profound example of a leader whose personal and interpersonal qualities played a pivotal role in the transformation of a nation. His commitment to family, conflict resolution, social well-being, and effective communication remains an enduring legacy and a source of inspiration for leaders around the world.

### **7.3.3 Nelson Mandela: An Exemplar of Leadership and Fulfillment**

Nelson Mandela's professional aspects were marked by his legal career, anti-apartheid activism, armed struggle, imprisonment, negotiations, presidency, and the peaceful transition to democracy. His satisfaction emanated from the end of apartheid, reconciliation efforts, international recognition, the peaceful transition to democracy, and the legacy of leadership he bequeathed to South Africa and the world. Delving deeper into the tapestry of his professional qualities, we will discover how they intertwine to weave a life of success in the following.

#### **Career Fulfillment:**

Nelson Mandela's career was not driven by traditional notions of personal success but by a profound commitment to social justice. His advocacy against apartheid, imprisonment, and subsequent leadership in post-apartheid South Africa reflected a career deeply fulfilled by contributing to societal change.

#### Income and Financial Stability:

Mandela's career choices were not guided by financial gain. His commitment to anti-apartheid activism and later political leadership often led to personal sacrifices. However, his focus on justice and equality outweighed considerations of personal financial stability.

#### Work-Life Balance:

Mandela's life was a testament to the integration of work and personal values. His commitment to justice and reconciliation was not confined to the workplace; rather, it permeated every aspect of his life, showcasing a holistic approach that transcended traditional notions of work-life balance.

#### Job Satisfaction:

Mandela found job satisfaction not in personal achievements but in his contribution to societal change. His role in dismantling apartheid and establishing a democratic South Africa exemplified a career driven by a deep sense of purpose and commitment to the greater good.

#### Professional Development:

Mandela's professional development was marked by a continuous process of growth and adaptation. From anti-apartheid activism to his presidency, he navigated diverse roles, displaying adaptability, resilience, and a commitment to lifelong learning.

#### Career Progression:

Mandela's career progression was unconventional, transitioning from a political activist to a symbol of reconciliation and unity. His progression was not guided by traditional hierarchical structures but by the evolving needs of a nation in transition.

#### Job Security:

Mandela's job security was rooted in his unwavering commitment to justice and equality. Despite facing imprisonment for 27 years, his moral conviction and global support ultimately secured not just his freedom but his role as a leader in the new South Africa.

#### Workplace Relationships:

Mandela's workplace relationships were characterized by inclusivity and collaboration. His ability to reconcile with former adversaries and build a multi-racial government showcased a leadership style that prioritized unity and cooperation.

#### Workplace Environment:

Mandela's emphasis on inclusivity extended to the workplace environment. His presidency sought to create an environment of equality and justice, fostering a sense of collective responsibility and shared vision for a new South Africa.

In conclusion, Nelson Mandela's career was a remarkable journey guided by principles of justice, equality, and societal transformation. His commitment to a higher purpose and his ability to

navigate challenges with integrity make his career a source of inspiration for those aspiring to lead with purpose and fulfillment.

In summary, upon scrutinizing Nelson Mandela's performance across 27 metrics pertaining to personal, interpersonal, and professional aspects, it is apparent that the PRP index is well-balanced and notably high. This implies that Mandela can be perceived as a successful individual.

### **7.4 CASE 3: APJ ABDUL KALAM**

Dr. Avul Pakir Jainulabdeen Abdul Kalam, India's 11th President and renowned aerospace scientist, offers a compelling case study of maximizing life satisfaction and success through a holistic approach encompassing personal, relationship, and professional aspects. By analyzing these facets, we can gain valuable insights into the driving forces behind his remarkable life journey.

#### **7.4.1 APJ Abdul Kalam: A Holistic Portrait of Excellence**

APJ Abdul Kalam's personal elements were characterized by passion, humility, integrity, and a commitment to lifelong learning. His satisfaction was deeply intertwined with the impact on scientific advancements, inspiring the youth, his role as the People's President, the vision for a developed India, and the enduring legacy of leadership he bequeathed to the nation. The following section unpacks the various layers of personal matters by examining different dimensions.

Health:



APJ Abdul Kalam prioritized his health with a disciplined lifestyle. His routine included regular physical exercise, a balanced diet, and adequate rest. This commitment to well-being contributed to his sustained energy levels and resilience, allowing him to maintain an active and impactful life.

#### Personality Traits:

Kalam's personality was characterized by humility, simplicity, and an unyielding commitment to his principles. His approachable demeanor, coupled with a genuine passion for uplifting others, made him not just a revered scientist but also an admired leader with a relatable and inspiring personality.

#### Values and Beliefs:

Guided by a strong moral compass, Kalam's values centered on education, integrity, and service to humanity. His belief in the power of education as a catalyst for societal progress and his unwavering commitment to ethical conduct became defining pillars of his character.

#### Interpersonal Relationships:

Kalam's interpersonal relationships were marked by warmth and genuine interest in people. Whether interacting with colleagues, students, or world leaders, he treated everyone with respect and kindness, fostering strong connections based on mutual understanding and collaboration.

#### Social Support:

Supported by a network of mentors, colleagues, and well-wishers, Kalam's social support played a crucial role in his personal and professional journey. The encouragement he received from others, coupled with his own supportive nature, created a reciprocal environment of shared growth and achievement.

#### Mindset and Attitudes:

Kalam's mindset was characterized by optimism, resilience, and a belief in the potential for positive change. His optimistic outlook enabled him to navigate challenges with grace, and his resilient attitude inspired others to approach difficulties as opportunities for growth.

#### Self-Esteem:

Kalam's self-esteem emanated from his dedication to principles and his contributions to societal well-being. His humility coexisted with a strong sense of self-worth derived from a life dedicated to education, science, and the betterment of the community.

#### Self-Efficacy:

Kalam's self-efficacy was evident in his ability to set ambitious goals and work diligently toward their achievement. His belief in the power of education to transform lives, coupled with a hands-on approach to problem-solving, reflected a robust self-efficacy that inspired those around him.

#### Cognitive Processes:

Kalam's cognitive processes were marked by curiosity, creativity, and strategic thinking. His insatiable thirst for knowledge and innovative ideas drove his continuous learning journey. His strategic thinking, evident in his roles as a scientist and statesman, showcased sophisticated cognitive processes at play.

In conclusion, APJ Abdul Kalam's life was a tapestry woven with a commitment to health, a distinct personality shaped by humility, values deeply rooted in education and integrity, rich interpersonal relationships, and a mindset that embraced challenges with optimism and resilience. His legacy serves as a timeless source of inspiration, urging individuals to pursue excellence while staying grounded in principles and compassion.

#### **7.4.2 APJ Abdul Kalam: Beyond the Scientist, a Man of Relationships**

APJ Abdul Kalam's relationships were characterized by mentorship, collaboration, people-centric interactions, and global diplomacy. His satisfaction was deeply intertwined with the impact on students, contributions to space and missile programs, the role as the People's President, international recognition, and the enduring legacy of inspiration he bequeathed to the world. Delving deeper into the intricate web of relationships, we'll dissect various dimensions to gain a multifaceted understanding.

##### **Family Support:**

Dr. APJ Abdul Kalam drew strength from his close-knit family, particularly his parents and siblings, who instilled in him values of education and integrity. Despite the demands of his career,

Kalam maintained strong connections with his family, finding solace and support in their unwavering encouragement.

#### Conflict Resolution Skills:

Kalam's approach to conflict resolution was rooted in diplomacy, empathy, and a commitment to finding common ground. As a scientist and later as India's President, he navigated complex situations with tact, always striving for peaceful resolutions that considered the welfare of all parties involved.

#### Social Well-being:

Kalam's commitment to social well-being was evident throughout his life. His contributions to education, particularly his engagement with students, showcased a deep concern for the social fabric and the well-being of future generations. His vision extended beyond individual success to the collective prosperity of society.

#### Interpersonal Relationships:

Kalam's interpersonal relationships were characterized by humility and genuine interest in others. Whether interacting with scientists, politicians, or students, he treated everyone with respect and courtesy. His ability to connect with people from diverse backgrounds highlighted his inclusive approach to interpersonal dynamics.

#### Social Support:

Kalam valued the importance of social support in both personal and professional spheres. The encouragement he received from mentors, colleagues, and the broader scientific community played a crucial role in his career. Additionally, his interactions with students demonstrated a commitment to nurturing the next generation of leaders.

#### Community Engagement:

Kalam actively engaged with communities, especially in the field of education. His advocacy for scientific awareness, coupled with his passion for empowering youth, exemplified a commitment to community development. His initiatives aimed at uplifting underprivileged communities showcased a broader vision of societal progress.

#### Work Relationships:

Kalam's work relationships were marked by collaboration, trust, and shared goals. Whether collaborating with fellow scientists on groundbreaking projects or working with government officials during his presidency, he fostered an environment of teamwork and mutual respect.

#### Friendship Quality:

Kalam's friendships were characterized by a genuine connection and shared values. His relationships with colleagues like Dr. Vikram Sarabhai and Dr. Brahm Prakash reflected not only professional camaraderie but also deep personal bonds grounded in mutual respect and shared aspirations.

Communication Skills:

Kalam's communication skills were a hallmark of his leadership. His speeches, writings, and interactions were characterized by clarity, simplicity, and an ability to inspire. His communication style resonated with people of all ages and backgrounds, contributing to his widespread popularity and influence.

In summary, APJ Abdul Kalam's life was not only shaped by scientific accomplishments but also by the quality of his relationships and his impact on society. His humility, commitment to social well-being, and effective communication skills continue to inspire individuals globally, emphasizing the importance of human connections in the pursuit of excellence.

#### **7.4.3 APJ Abdul Kalam: A Career Steeped in Purpose and Integrity**

APJ Abdul Kalam's professional aspects were characterized by scientific contributions, leadership in space and defense, the presidency, authorship, and educational initiatives. His satisfaction was deeply intertwined with scientific achievements, the role as the People's President, the legacy of inspiration, international recognition, and contributions to education for societal progress. The following section will discuss different dimensions of professional elements for a comprehensive understanding.

Career Fulfillment:

Dr. APJ Abdul Kalam's career was a testament to his deep sense of purpose and commitment to serving humanity. From his early days as a scientist to his role as the President of India, Kalam's

work was driven by a genuine desire to contribute positively to society, resulting in a career profoundly fulfilled by its societal impact.

#### Income and Financial Stability:

Despite his numerous accomplishments, Kalam was never motivated by financial gain. His focus remained on his mission rather than personal wealth. This exemplifies his selfless dedication to his work and a prioritization of societal well-being over personal financial considerations.

#### Work-Life Balance:

Kalam's unwavering dedication to his responsibilities often blurred the lines between work and personal life. However, his passion for his mission and his love for science seamlessly integrated with his personal values, creating a holistic life where work and personal convictions harmonized.

#### Job Satisfaction:

Job satisfaction for Kalam wasn't merely derived from professional achievements but from the positive impact his work had on the lives of people. The satisfaction he gained from contributing to India's scientific advancements and educational reforms was evident in his unwavering commitment to these causes.

#### Professional Development:

Kalam's commitment to continuous learning and innovation propelled his professional development. From his early contributions to India's space program to his later advocacy for

education and technology, Kalam's career was marked by a constant quest for knowledge and progress.

#### Career Progression:

Kalam's career progression was characterized by a series of impactful roles, each building on the previous. From a scientist at ISRO to the Missile Man of India and eventually the President, his journey showcased not only individual achievement but also a profound impact on India's scientific and technological landscape.

#### Job Security:

Kalam's job security was rooted in the unwavering trust and confidence others had in him. Despite changes in political leadership, Kalam's integrity, competence, and dedication secured his positions and affirmed the recognition of his valuable contributions.

#### Workplace Relationships:

Kalam's relationships in the workplace were marked by humility, collaboration, and mutual respect. Whether working with fellow scientists, politicians, or students, he fostered an environment of camaraderie and shared purpose, transcending hierarchical boundaries.

#### Workplace Environment:



Kalam contributed significantly to shaping positive workplace environments, be it at ISRO, DRDO, or during his presidency. His emphasis on teamwork, innovation, and ethical conduct created atmospheres conducive to productivity, creativity, and personal growth.

In essence, APJ Abdul Kalam's career was a beacon of purpose, integrity, and selfless service. His legacy continues to inspire individuals not only in their professional pursuits but also in the values they bring to the workplace and the broader community.

In conclusion, upon analyzing APJ Kalam's performance across 27 metrics encompassing personal, interpersonal, and professional aspects, it is evident that the PRP index is well-balanced and notably high. This suggests that APJ Kalam can be regarded as a successful individual.

## **7.5 CASE 4: BARACK OBAMA**

Barack Obama, the 44<sup>th</sup> President of the United States, stands as a compelling example of someone who maximized life satisfaction and achieved remarkable success through a balanced focus on personal, relationship, and professional indicators. By analyzing these interconnected facets of his life, we can gain valuable insights into the driving forces behind his journey.

### **7.5.1 Barack Obama: A Statesman's Mosaic**

Barack Obama's personal elements were characterized by charismatic leadership, inclusivity, family orientation, intellectual curiosity, resilience, and perseverance. His satisfaction was deeply intertwined with the historic presidency, healthcare reform, global diplomacy, the Obama family

legacy, and continued positive impact in his post-presidential life. he subsequent segment will explore various aspects to achieve a thorough comprehension of personal characteristics.

#### Health:

Barack Obama's commitment to health was evident in his disciplined approach to physical fitness. Regular exercise, a focus on healthy eating, and mindful stress management were integral to his lifestyle. This dedication to personal health contributed to his ability to navigate the demands of a high-stakes political career.

#### Personality Traits:

Obama's personality was characterized by charisma, eloquence, and a calm demeanor. His ability to inspire and connect with diverse audiences showcased traits of empathy and approachability. Coupled with a keen intellect, these qualities played a crucial role in defining his leadership style.

#### Values and Beliefs:

Rooted in a belief in equality, justice, and the American dream, Obama's values shaped his political ideology. His commitment to inclusivity, diplomacy, and social justice underscored his vision for a united and progressive America, transcending partisan lines.

#### Interpersonal Relationships:

Obama's interpersonal relationships were marked by warmth and a genuine interest in people. His ability to connect with individuals from all walks of life, coupled with an inclusive leadership style, fostered strong and diverse networks that extended beyond political boundaries.

#### Social Support:

Throughout his political career, Obama drew on a robust network of social support. From his close-knit family to trusted advisors, he surrounded himself with individuals who provided guidance, encouragement, and diverse perspectives, reinforcing his ability to make informed decisions.

#### Mindset and Attitudes:

Obama's mindset was characterized by optimism, pragmatism, and a belief in the power of collective action. His "Yes, We Can" mantra epitomized a positive attitude toward overcoming challenges, fostering a sense of hope and empowerment among supporters.

#### Self-Esteem:

Obama's self-esteem emanated from a deep sense of purpose and accomplishment. His journey from community organizing to the presidency reflected not only personal ambition but a commitment to effecting positive change, contributing to a robust sense of self-worth.

#### Self-Efficacy:

Obama's self-efficacy was evident in his ability to navigate complex political landscapes and enact transformative policies. His confidence in addressing major challenges, such as healthcare reform and international relations, showcased a belief in his capacity to bring about meaningful change.

Cognitive Processes:

Obama's cognitive processes were marked by intellectual rigor, adaptability, and strategic thinking. His nuanced understanding of complex issues, coupled with a capacity for critical analysis, enabled him to make informed decisions in the face of multifaceted challenges.

In summary, Barack Obama's persona was a mosaic of health-conscious leadership, charismatic personality traits, a commitment to inclusive values, a network of diverse relationships, a mindset of optimism, a grounded sense of self-esteem, an unwavering self-efficacy, and sophisticated cognitive processes. His legacy extends beyond his presidency, influencing discussions on leadership, diversity, and the future of democratic ideals.

### **7.5.2 Barack Obama: Building Bridges and Fostering Connections**

Barack Obama's relationships were characterized by family bonds, friendships, people-centric leadership, and international diplomacy. His satisfaction was deeply intertwined with the family legacy, the historic presidency, policy achievements, global impact, and ongoing initiatives for positive change in his post-presidential life. The following section will discuss different dimensions of relationship elements for a comprehensive understanding.

Family Support:

Family played a pivotal role in Barack Obama's life. Supported by his wife Michelle and their two daughters, his family provided a foundation of strength and stability. Their unwavering support allowed him to navigate the challenges of public service with a sense of balance and purpose.

#### Conflict Resolution Skills:

Obama's approach to conflict resolution was characterized by diplomacy, empathy, and a commitment to finding common ground. Throughout his presidency, he demonstrated a willingness to engage in dialogue and seek compromises, promoting cooperation over confrontation.

#### Social Well-being:

Obama's commitment to social well-being extended beyond policy decisions. His advocacy for accessible healthcare, efforts to address economic disparities, and initiatives for education reform reflected a broader dedication to enhancing the social fabric and well-being of all Americans.

#### Interpersonal Relationships:

Obama's interpersonal relationships were marked by genuine warmth and an ability to connect with people from diverse backgrounds. His inclusive leadership style created an environment of openness, fostering trust and collaboration among colleagues, advisors, and the American public.

#### Social Support:

Surrounded by a network of advisors, friends, and family, Obama drew on substantial social support. The diverse perspectives within his circle allowed him to make informed decisions, navigate challenges, and maintain a strong sense of connection to the broader community.

#### Community Engagement:

Throughout his career, Obama actively engaged with communities. From his early days as a community organizer to his presidency, he sought to bridge gaps, address concerns, and involve citizens in the democratic process. His commitment to community engagement went beyond political campaigns, emphasizing sustained involvement.

#### Work Relationships:

Obama's work relationships were marked by collaboration and a team-oriented approach. He surrounded himself with a diverse and talented team, fostering an environment where different viewpoints were valued. This approach contributed to the success of his presidency and policy initiatives.

#### Friendship Quality:

Obama's friendships were characterized by deep connections and mutual respect. Notable relationships with figures like Vice President Joe Biden showcased a friendship that extended beyond politics. The quality of these friendships reflected trust, shared values, and a genuine camaraderie.

## Communication Skills:

A masterful communicator, Obama's speeches and addresses were known for their eloquence and ability to inspire. His communication skills transcended political lines, reaching diverse audiences and creating a sense of shared purpose. This effective communication style contributed to his popularity and influence.

In conclusion, Barack Obama's impact extended beyond political realms, encompassing the quality of his relationships, his commitment to community, and his adept conflict resolution skills. His legacy serves as a reminder of the importance of building bridges, fostering connections, and engaging with others in the pursuit of a more inclusive and interconnected society.

## Professional Elements

### **7.5.3 Barack Obama: A Career Defined by Purpose and Progress**

Barack Obama's professional aspects were characterized by a diverse career, successful political campaigns, impactful presidency, policy achievements, and a commitment to global diplomacy. His satisfaction was deeply intertwined with the historic presidency, policy successes, global impact, economic recovery, and the enduring legacy of his leadership in post-presidential life. In the forthcoming section, we will delve into diverse aspects of professional elements to ensure a comprehensive understanding.

## Career Fulfillment:

Barack Obama's career was deeply fulfilled by a sense of purpose and a commitment to public service. From his early days as a community organizer to his historic presidency, Obama's trajectory was marked by a dedication to effecting positive change, especially in the lives of everyday Americans.

#### Income and Financial Stability:

While Obama's career in public service was not driven by personal financial gain, it provided financial stability through various stages. His commitment to public service over lucrative opportunities demonstrated a prioritization of societal impact over personal wealth.

#### Work-Life Balance:

Striking a work-life balance in the demanding role of a political figure is challenging, yet Obama sought moments of balance. Despite the intense nature of his roles, he emphasized family time and recreational activities, reflecting an awareness of the importance of balance for overall well-being.

#### Job Satisfaction:

Job satisfaction for Obama wasn't solely derived from political victories but from the tangible impact of policies on the lives of Americans. Achievements like the Affordable Care Act and the Paris Agreement contributed to his job satisfaction by aligning with his vision for a more just and sustainable future.

#### Professional Development:



Obama's professional development was a continual process of growth and adaptation. From community organizing to law, and eventually to the presidency, each role contributed to his understanding of governance, policy, and leadership, showcasing a commitment to ongoing learning.

#### Career Progression:

Obama's career progression was marked by significant milestones, each building on the last. From the Illinois State Senate to the U.S. Senate and ultimately the presidency, his trajectory showcased not just individual achievement but a progression in responsibilities and societal impact.

#### Job Security:

Job security for Obama was anchored in electoral mandates and public support. Despite the inherent uncertainties of politics, his consistent focus on addressing key issues and a connection with the American people contributed to his sustained job security throughout his presidency.

#### Workplace Relationships:

Obama's workplace relationships were characterized by collaboration and an emphasis on diverse perspectives. His ability to assemble a talented and diverse team reflected a commitment to inclusive decision-making, fostering a positive and collaborative workplace environment.

#### Workplace Environment:

The workplace environment during Obama's presidency was marked by inclusivity, transparency, and a focus on collaboration. Policies such as the Lilly Ledbetter Fair Pay Act underscored his commitment to creating a fair and equitable workplace, promoting a culture of respect and diversity.

In summary, Barack Obama's career was defined by a deep sense of fulfillment derived from public service, a commitment to societal impact over personal financial gain, efforts to balance the demands of his roles, job satisfaction from tangible policy achievements, continuous professional development, a progressive career trajectory, sustained job security, positive workplace relationships, and a commitment to fostering an inclusive and transparent workplace environment.

To conclude, after assessing Barack Obama's performance across 27 metrics covering personal, interpersonal, and professional aspects, it is clear that the PRP index is well-balanced and notably high. This indicates that Barack Obama can be considered a successful individual.

## **7.6 Conclusion**

In the pursuit of unraveling the intricacies that contribute to life satisfaction and success, this chapter has delved into the intersection of personal, relationship, and professional dimensions. The primary question that guided our inquiry was centered on understanding how notable figures in history and the present have maximized their life satisfaction and achieved remarkable success.

The fascination with the lives of accomplished individuals serves as a valuable lens for exploring the interconnected realms of personal, relationship, and professional indicators. This study recognizes the multifaceted nature of life satisfaction and success, emphasizing that professional

accomplishments are influenced by a delicate interplay of factors within an individual's personal and relational spheres.

The objective of this chapter was to conduct an in-depth analysis of the personal, relationship, and professional characteristics of individuals who have achieved extraordinary success. Employing a holistic approach, we aimed to discern patterns and correlations that elucidate how these three dimensions interact to shape an individual's overall life satisfaction. The chapter introduced the comprehensive assessment tool, the Personal, Relationship, and Professional (PRP) metrics, synthesizing key aspects of an individual's life experience.

To operationalize this investigation, a case study methodology was adopted, exploring the lives of renowned personalities—Gandhi, Nelson Mandela, APJ Abdul Kalam, and Barack Obama. These case studies provided rich narratives, allowing for a nuanced exploration of the strategies, choices, and challenges that contributed to their life satisfaction and success across diverse fields.

The findings from the case studies revealed that the PRP index was well-balanced and notably high for each individual, suggesting that their success was influenced by a harmonious interplay of personal, relationship, and professional elements. This research contributes not only to the academic understanding of life satisfaction and success but also offers practical insights and inspiration for individuals seeking fulfillment and achievement.

By adopting a holistic lens, this study aimed to illuminate the pathways to success by unraveling the intricate tapestry woven by personal, relationship, and professional dimensions in the lives of those who have left an indelible mark on history. The examination of Mahatma Gandhi, Nelson

Mandela, APJ Abdul Kalam, and Barack Obama showcased how their achievements were shaped by a holistic approach to life. Overall, this research aspires to inspire and guide individuals on their own journeys toward fulfillment and success.

## **CHAPTER VIII**

### **SUMMARY, IMPLICATIONS, AND RECOMMENDATIONS**

#### **8.1 Summary**

This chapter encapsulates the findings and contributions of the research, addressing the complex nature of life satisfaction and success. The exploration began with a historical overview, tracing the evolution of concepts from the 17th century to the present. The study emphasized the shift from materialism to a post-materialistic approach, culminating in the present emphasis on subjective social indicators. The extensive literature review highlighted the diverse approaches to defining and measuring life satisfaction, incorporating personal, relationship, and professional elements.

The research identified a critical gap in existing literature, particularly in the integration of personal, relationship, and professional elements into a holistic framework for assessing life satisfaction. The study sought to bridge this gap by proposing a comprehensive metric, aiming to quantify and evaluate the multi-dimensional aspects contributing to life satisfaction.

The first objective of the study was to find out the factors influencing the satisfaction and success of a person. In this chapter, a comprehensive exploration unfolds, revealing the interconnected nature of personal, relationship, and professional factors that shape life satisfaction and success. The intricate tapestry of these dimensions emphasizes their dynamic interplay, dispelling the notion of isolated realms. The study delves into the multifaceted influences, including psychological foundations, health, personal development, social factors, environment, education, career, and economics. Through scholarly studies and real-world examples, the profound impact

of mindset, resilience, health, social connections, surroundings, education, career choices, and economic stability is illuminated. The integration of these factors underscores the holistic narrative of satisfaction and success, portraying a nuanced understanding of a fulfilling life. The exploration emphasizes the importance of a balanced approach, recognizing the synergy of personal, relationship, and professional elements in crafting a satisfying and successful life. Embracing this complexity invites a compassionate perspective, acknowledging that well-being is an evolving journey shaped by the interplay of diverse influences.

The second objective of the study was to develop a metric to assess the extent of satisfaction and success based on the personal, relationship, and professional elements of a person. In this section, the rationale, methodology, and components of a life satisfaction metric are presented, aiming to provide a comprehensive assessment of an individual's well-being. The development of such a tool contributes significantly to the ongoing dialogue surrounding the understanding and measurement of life satisfaction more holistically. This metric defines life satisfaction as a function of personal, relationship, and professional elements of a person (PRP). Each of these elements is assessed using 27 metrics, all carrying equal weightage. The PRP serves as a proxy for life satisfaction, ranging from zero to one, where a value of one indicates higher satisfaction. Subsequent chapters will delve into the implementation and validation of the index through empirical data and thorough analyses.

The third objective provided a comprehensive exploration of the transformative impact of PRP (Personal, Relationship, and Professional) training on life satisfaction. The diverse participant pool, meticulously balanced in age representation, revealed nuanced insights into the interconnected nature of personal, relationship, and professional factors. The Experimental

Group's substantial positive shifts post-training underscore the program's transformative influence across various dimensions of well-being. Particularly noteworthy are the positive impacts on personal well-being across age groups and genders, reinforcing the program's efficacy.

The enhancement of interpersonal dynamics within the Experimental Group, as evidenced by improvements in the Relationship Index, further emphasizes the training's effectiveness. Moreover, the statistically significant increase in professional satisfaction among specific age groups within the Experimental Group signifies the program's potential for diverse positive outcomes. The nuanced analysis by gender and lifestyle adds depth to our understanding, emphasizing the need for tailored interventions.

Contrasting with the Control Group, the Experimental Group's significant and substantial increase in PRP Index scores attests to the program's efficacy. These compelling findings highlight the program's meaningful impact, reinforcing its effectiveness in driving positive transformations in personal, relationship, and professional dimensions of life satisfaction. Overall, this research underscores the importance of considering demographic nuances in crafting targeted interventions for a more effective and tailored approach to well-being.

The final objective of the study was to analyze the personal, relationship, and professional characteristics of successful persons and relate them to their PRPs score (Case Studies). This chapter explores the intersection of personal, relationship, and professional dimensions in understanding life satisfaction and success. The inquiry focuses on notable historical and contemporary figures to unravel the complexities of their achievements. Acknowledging the multifaceted nature of life satisfaction, the study highlights the delicate interplay of factors within

personal and relational spheres influencing professional accomplishments. The chapter aims to conduct an in-depth analysis of the characteristics of individuals who achieved extraordinary success, introducing the Personal, Relationship, and Professional (PRP) metrics for comprehensive assessment. Using a holistic approach and case study methodology, the lives of renowned personalities, including Gandhi, Nelson Mandela, APJ Abdul Kalam, and Barack Obama, were explored. The findings reveal a well-balanced and notably high PRP index for each individual, indicating that their success was influenced by a harmonious interplay of personal, relationship, and professional elements. The research contributes to academic understanding and provides practical insights for individuals seeking fulfillment and achievement. By adopting a holistic lens, the study illuminates the pathways to success woven by personal, relationship, and professional dimensions in the lives of historical figures, aiming to inspire and guide individuals on their own journeys toward fulfillment and success.

## **8.2 Implications**

This study sought to break free from the limitations of existing literature and theoretical frameworks by adopting an inclusive and holistic approach towards assessing life satisfaction and success. The prevailing one-sided focus on either personal or professional elements within subjective social indicators prompted the need for a comprehensive exploration, making this study a pioneering contribution in the field.



The theoretical and empirical gap identified in the literature, where few studies integrate multiple social indicators into a unified value for assessing satisfaction and success, underscores the significance of the functional model proposed in this research. By considering the cumulative elements of subjective social components, the study offers a unique quantitative concept to evaluate and assess an individual's satisfaction and success. This functional model and associated metrics provide a platform to discern personal, relationship, and professional strengths and weaknesses, aiming to cultivate a more satisfied and successful life.

The implications of this research extend beyond the theoretical realm, offering practical insights that resonate with contemporary perspectives on life satisfaction. The proposed metric recognizes the interconnectedness of personal, relationship, and professional dimensions, challenging the traditional dichotomy between these aspects. The potential for individuals to self-assess and improve various facets of their lives, as well as the implications for organizations and policymakers, solidify the practical significance of this study.

In essence, this research endeavors to reshape the discourse on life satisfaction and success, advocating for a balanced and harmonious approach. By incorporating conventional approaches and addressing the evolving work culture, the study strives to contribute not only to academic understanding but also to the broader well-being of individuals and society at large..

### **8.3 Recommendations for Future Research**

While this study represents a significant step toward a holistic understanding of life satisfaction, several avenues for future research exist. Researchers could delve deeper into the dynamics of

specific demographic groups, considering how factors such as age, gender, and cultural background influence the interplay between personal, relationship, and professional elements. Longitudinal studies could provide insights into the evolving nature of life satisfaction over time and its correlation with changing socio-economic landscapes.

Additionally, exploring the impact of interventions, such as training programs or policy changes, on life satisfaction could offer practical insights for enhancing overall well-being. Comparative studies across different cultures and societies may uncover variations in the importance attributed to personal, relationship, and professional dimensions.

#### **8.4 Limitations of the Study**

Following are the some of limitations of the study.

##### **Subjectivity in PRP Index:**

The introduction of the PRP Index as a groundbreaking metric is a notable aspect of the study. However, the reliance on self-reported data for the assessment of personal, relationship, and professional elements introduces a potential for bias and subjectivity in respondents' evaluations, impacting the validity of the index.

##### **Limited Program Duration:**

The transformative impact of PRP training on life satisfaction is explored through post-training assessments. The study's duration may limit the observation of long-term effects, and sustained

impacts on personal well-being and professional satisfaction may require extended follow-up beyond the research scope.

#### Demographic Representation:

The research highlights the significance of demographic nuances in tailored interventions. However, the sample size and diversity may be limited, potentially restricting the generalizability of findings across diverse age groups, genders, and cultural backgrounds.

#### Case Study Selection:

The analysis of successful individuals through case studies provides valuable insights. However, the selection of renowned personalities, while illustrative, may not fully represent the diversity of success trajectories. The exclusion of lesser-known individuals may limit the breadth of perspectives.

#### Complexity of Influencing Factors:

The study explores a comprehensive range of factors influencing satisfaction and success, including psychological foundations, health, environment, and more. The multifaceted nature of these influences introduces complexity, and the research may not capture all potential variables that contribute to an individual's well-being.

#### Generalizability to Specific Fields:

The case studies predominantly focus on individuals from varied fields, such as politics, science, and social activism. While providing diverse perspectives, the findings may not be universally applicable to individuals in specific professions or industries, limiting the generalizability of the research.

#### Limited Control Group Exploration:

While the Experimental Group's positive shifts post-training are emphasized, the Control Group's experiences are comparatively less explored. A more in-depth examination of the Control Group's dynamics could provide a more comprehensive understanding of the program's impact.

#### External Validity Challenges:

The research, while contributing to academic understanding, may face challenges in external validity due to the uniqueness of the PRP Index and the specific focus on personal, relationship, and professional elements. Generalizing the findings to other holistic frameworks may require careful consideration.

Despite these limitations, the study contributes valuable insights into the interconnected dimensions of life satisfaction and success, emphasizing the need for balanced approaches and tailored interventions for diverse demographic groups.

### **8.5 Conclusion**

In conclusion, this research significantly contributes to the evolving understanding of life satisfaction. It proposes a holistic framework that integrates personal, relationship, and

professional elements, departing from traditional, compartmentalized approaches. The journey began with a historical context, traversed diverse theoretical perspectives, and culminated in the development of a novel metric.

The study addresses the limitations in existing literature and theoretical frameworks, which often focus on one-sided approaches to subjective social indicators. It emphasizes an inclusive and holistic perspective through sample data and case studies, making a key contribution to the field. The scarcity of theoretical and empirical studies combining multiple social indicators to assess satisfaction and success underscores the importance of the proposed functional model.

This research advocates for a more integrated and balanced assessment of life satisfaction, recognizing the interdependence of various dimensions. The functional model and associated metrics provide a quantitative concept to evaluate personal, relationship, and professional strengths and weaknesses, aiming for a more satisfied and successful life. As we navigate the complexities of the post-modern era, this study encourages a holistic approach to achieve a fulfilling and satisfying life. The proposed study is expected to provide insight into the concept of life success and satisfaction, incorporating conventional approaches and addressing changing work culture.

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**APPENDIX A**  
**SURVEY QUESTIONNAIRE**