



# Book of Abstracts

International Conference On  
Happiness: Science & Practice 2024

5 to 6 January, 2024

Organised by  
Happiness Centre, IIM Ranchi

Hosted by  
भारतीय प्रबंधन संस्थान रांची, प्रबंधन नगर, नयासराय रोड, रांची (835303)  
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## **About ICHSP 2024**

The "International Conference on Happiness: Science & Practice (ICHSP)" is one of the first initiatives of the premier business school that aims to investigate the multidimensional aspects of happiness from both scientific and practical vantage points. The purpose of the conference is to bring together researchers, practitioners, policymakers, and individuals from throughout the world interested in the field of happiness to share knowledge, discuss the latest findings in happiness research, and exchange insights. The overarching objective is to promote a deeper comprehension of happiness and well-being and to investigate ways to apply this knowledge to improve individual and societal happiness.

ICHSP bridges the gap between scientific inquiry and practical applications, fostering a two-way exchange that translates cutting-edge research into actionable practices. This inclusive conference encourages global participation, creating a vibrant mix of ideas, methodologies, and cultural perspectives. Embracing a multidimensional approach to happiness, it addresses factors from psychological, social, cultural, and environmental, enriching discussions beyond academic discourse.

ICHSP emphasizes actionable outcomes, offering insights into both theoretical underpinnings and tangible strategies for real-world implementation. The goal is not just academic enlightenment but the practical application of knowledge to enhance well-being on personal and societal levels.

As a catalyst for positive change, ICHSP fosters collaboration and innovation, unraveling the mysteries of happiness. By nurturing a space where research meets application, the conference creates a ripple effect that influences how we perceive, pursue, and promote happiness globally.

## Welcome message from

**Prof. Deepak Kumar Srivastava**

*Director,  
IIM Ranchi*



Dear Guests,

It is my distinct pleasure to extend a warm and enthusiastic welcome to each one of you at our institute's first International Conference on Happiness: Science and Practice!

The pursuit of happiness is a universal endeavour, and it is truly heartening to see brilliant minds from around the world converge here to explore the science and practice that underpins our collective well-being and happiness.

This conference will be a celebration of the transformative power of happiness, providing a platform for the discussion of diverse perspectives and ideas. Distinguished speakers and participants of conference bring a wealth of knowledge and experience, contributing to a rich tapestry of discussions that will shape the discourse on happiness science and practice for coming years.

I encourage each of you to actively participate in the sessions, contributing your insights, as the collective pursuit of happiness leads to innovative solutions and meaningful change in society.

Thank you for being a part of this conference; your presence signifies a commitment to the shared goal of advancing happiness science and practice on a global scale.

Wishing you an enlightening and joy-filled experience!



**Welcome message from**

**Dr. Satinder Singh Rekhi**

*Founder,*

*Rekhi Foundation, USA*



Dear Esteemed Guests, Speakers, and Participants,

Welcome to the International Conference on Happiness: Science and Practices 2024, hosted by IIM Ranchi in collaboration with Rekhi Foundation, USA

Happiness is the ultimate currency, sought by all but proves elusive to many. Join us on this journey to explore happiness together. Let's share ideas, insights, and research findings, creating ripples in our understanding of happiness. Let's unravel the mysteries of happiness, explore its facets, and collectively shape a happy world

May this conference be a celebration of our shared pursuit of happiness, offering an enlightening and joyous experience for all. Wishing you an enlightening and joyous experience at the conference.



**Welcome message from**

**Prof. Tanusree Dutta**

*Chairperson,*

*International Conference on Happiness: Science & Practice*



Dear Esteemed Participants,

It is with great pleasure that I welcome you to the International Conference on Happiness: Science and Practices 2024. As we gather on the 5th and 6th of January, let us embark on a journey of exploration and collaboration, delving into the diverse dimensions of happiness. Your contributions will undoubtedly enrich our understanding, fostering a collective pursuit of happiness. Wishing everyone an enlightening and inspiring conference.

**Prof. Allen Joshua George**

*Co-Chairperson,*

*International Conference on Happiness: Science & Practice*



Dear Colleagues and Participants,

The upcoming International Conference on Happiness promises to be a platform where science converges with practical wisdom, creating a tapestry of insights. On the 5th and 6th of January, let us engage in meaningful dialogues, exchange ideas, and forge connections that extend beyond these two days. Together, let's explore the vast landscape of happiness and its applications. Looking forward to the intellectual vibrancy you bring to this gathering.

## Tracks

<b>Track 1: Science of Happiness (SH)</b>	Physiological bases of happiness
	Biomarkers of happiness
	Sensory engagement
	Neural correlates of happiness and well-being
	Happiness: Brain-behavior relationship
<b>Track 2: Happiness at Workplace (HW)</b>	Designing workplace happiness
	Employee Happiness
	Mindfulness at work
	Flow at work
<b>Track 3: Lifestyle &amp; Happiness (LH)</b>	Mindfulness for health, happiness, and well-being
	Lifestyle concepts (Eg. Ikigai, Lagom, Ichigo ichie, Hygge, etc.)
	Evidence-based practices for happiness (Eg. Yoga, Therapy: Music, Laughter, Aroma, Expressive Arts etc.)
	Spiritual Happiness (Eg. Vipassana, Zen, Heartfulness, Loving kindness etc.)
	Music & Happiness
<b>Track 4: Consumer Happiness (CH)</b>	Marketing beyond satisfaction
	Marketing for health and mind
	Digital felicity
<b>Track 5: Technology &amp; Happiness (TH)</b>	Digital interventions and wellbeing
	Measuring happiness



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N05

CH

## Happiness in the Finite: Oligopoly Maximizes Welfare

**\*Priyanka Kothari (TISS, Mumbai, India)**

The idea that 'more is better' has retained its axiomatic stature in economics. Psychologists however, have contested this idea that too many choices translate to greater welfare, by pointing out that the cognitive costs of evaluating available choices against each other often take away from agent-satisfaction. We formalize this idea and apply the same in the context of markets with welfare implications that contradict the idea that competition maximizes surplus. We demonstrate that welfare is maximized with a strictly finite number of firms even when they are heterogeneous, thereby mimicking an oligopolistic structure. An immediate implication for regulatory authorities is that maximizing welfare is not the same as maximizing competition.

*Keywords:* welfare, market structure, choice, happiness

N09

HW

## **Workplace Friendships and Physical Activity as Antecedents to Eudaimonic Well-being in Employees: A Positive Psychological Framework for Workplace Wellness Programs**

**\*Anandapadmanabhan G (University of Hyderabad, India)  
Mathangi R (Chennai Critical Care Consultants)**

Organizations launch workplace wellness programs (WWPs) in response to the rising detrimental effects of health complexities on employee well-being and performance. The general nature of WWPs is to focus predominantly on strategies to improve positive organizational outcomes by mitigating workplace health issues stemming from the interplay between physiological, psychosocial, and environmental factors. In this paper, we propose a positive psychological framework for WWPs by emphasizing the role of workplace friendships and physical activity in attaining a state of eudaimonic well-being (a form of well-being in which the individual attains a fully functioning state through meaning-making and self-actualization) by employees. Drawing upon empirical studies and theoretical frameworks from philosophy, positive psychology, and health psychology (Aristotle's Theory of the Good Life, Seligman's PERMA model, Rosenstock's Health Belief Model, and Ajzen's Theory of Planned Behavior), we propose that organizations can significantly benefit from implementing WWPs that aim to foster workplace friendships and maximize physical activities to promote workplace well-being. By placing the eudaimonic well-being of employees as the core theme, our conceptual model seeks to expand the scope of WWPs beyond their applications for desirable organizational outcomes. Furthermore, we propose specific guidelines and future directions for organizations to integrate the components of workplace friendships and physical activities into their WWPs.

*Keywords:* workplace friendships, physical activity, eudaimonic well-being, workplace wellness program

**N10**

**HW**

## **Investing in Happiness: The Link Between Work-Life Balance and Employee Well-Being**

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Work-life balance and employee happiness examine the multifaceted interplay between various factors and their impact on work-life balance and employee well-being in the contemporary corporate landscape. The company environment is a positive and supportive organizational culture that proves essential, creating an atmosphere that values employee well-being as much as productivity. The assurance of a stable position provides a foundation for employees to invest in their professional development and personal well-being. Work Demands play a significant role in determining an employee's capacity to manage professional commitments alongside personal responsibilities. The various factors, including physical and psychological well-being, job satisfaction, and work-related stress levels by quality of work life. While a competitive salary is vital, this study reveals that employees place increasing importance on other factors, such as work-life balance and a positive work environment.

*Keywords:* work-life balance, work demand, human resource management, quality of work life, job satisfaction



N12

SH

## **An EEG Study on the Neuro-Physiological Benefits of a Combination of Deep Relaxation and Meditation Techniques: A Scientific Cue for Happiness?**

**\*Prasenjit Kapas (Jadavpur University)**  
**Shankha Sanyal (Jadavpur University)**  
**Asish Paul (Jadavpur University)**

Yoga is an ancient technique of Indian traditional medicine and healthcare intervention accepted and admired across the globe. As a meditative postural exercise, it helps in psycho physical integrity. Meditation and relaxation form an integral part of yoga with focus on somatic and cognitive relaxation as well as awareness. Meditation techniques make an individual turn his/her attention or awareness to focus upon a single object, sound, concept or experience while Deep Relaxation Technique (DRT) is one of the commonly employed mind-body relaxation techniques in yoga therapy. The present work aims to investigate the neuro-physiological changes involved when a participant undergoes DRT followed by a specific period of OM Meditation and vice-versa. For this, 3 participants (Male, Age= 21-25 Years, SD= 2.5 years) were chosen, who underwent a protocol of approximately 30 mins of DRT and OM Meditation, during which EEG response was monitored continuously. EEG coherence was measured corresponding to alpha and theta brain waves as the participant underwent DRT and OM meditation (yogic intervention) training. It was observed that the coherence between the frontal and occipital lobes increased significantly under the effect of the two types of Yogic intervention. The Brief Mood Introspection Scale (BMIS) ratings were taken before and after the experiment to understand the effect of the combination of the two techniques and revealed significant increase in pleasant/happy mood after the experiment. This increase can be corroborated with the enhanced coherence between the different lobes of the brain. The present study for the first time provides a quantitative basis on the neural correlates of happiness/pleasantness induced through yogic intervention techniques.

*Keywords:* deep relaxation technique, Om meditation, BMIS, EEG, coherence

**N13**

**SH**

## **The Neuroscience of Relaxation: A Nonlinear Longitudinal EEG Study on 61 Point Relaxation Technique**

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**Prasenjit Kapas (Jadavpur University)**  
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‘61-points relaxation exercise’ is a conventional guided relaxation technique in which a person is directed to pay attention to sixty-one (61) specific key points in the body, and calm them down, so that the whole body is completely relaxed. Ancient literature reveals that this exercise eliminates muscular tension, reduces stress, improves sleep and calms down anxiety. In this neuro-psychological study, we endeavor to establish a neuro-scientific basis for the benefits associated with the 61 point relaxation study and its corresponding neural correlates. 10 participants voluntarily took part in the experiment who were divided into two groups depending on years of Yoga training. From each group 2 subjects were randomly chosen for the EEG experiment. For psychological assessment of stress and anxiety under regular practice of 61 point technique, these 10 subjects were asked to complete the questionnaire related to Beck depression and anxiety inventory. The ratings revealed drastic improvement in anxiety and depression scores after 3 months of practice. Nonlinear multifractal (MFDFA) technique was applied to assess the EEG signal complexity corresponding to frontal (F3/F4), parietal (P3/P4) and occipital (O1/O2) lobes in the alpha (8-12 Hz) and theta (4-7 Hz) frequency region. The comparison of EEG complexity before and after the training protocol revealed significant alpha activation in the frontal and parietal lobe. This study is the first of its kind to establish a neuro-psychological and scientific basis for the ancient wisdom of relaxation and stress relief present in Indian culture.

*Keywords:* relaxation, EEG, stress, anxiety, nonlinear analysis

N15

SH

## **Do Musicians Perceive Happiness Differently? An EEG-Based Neuro-Psychological Exploration**

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**Archi Banerjee (IIT Kharagpur)**  
**Sayan Nag (University of Toronto, Canada)**  
**Dipak Ghosh (Jadavpur University)**  
**Kumardeb Banerjee (Jadavpur University)**

Music is known globally to affect the emotion, mind, and mood of human beings. Herein lies the question of subjectivity, does the same music affect two different persons equally? The answer is 'no'. A number of studies have looked for the universality in music and for music which can generate a sense of positivity and happiness in the minds of its listeners. In this work, we have tried to understand the neural underpinnings of music in inducing positive emotions in two groups of participants, using Indian Classical Music as the input signal. The two groups chosen were a control group of untrained listeners and an experimental group of trained musicians, the preliminary objective being to understand whether the neural perception of happiness is different for musicians and non-musicians. Instrumental clips (of Sitar) from were used to carry out a human response survey and the clips marked with prominently high intensity of happy emotion (on a Likert scale rating of five) were chosen as the input clips for the study. The effect of these chosen clips on human brain were studied by performing an EEG experiment (Electroencephalography) on 4 participants (2 musicians and 2 non-musicians), where responses in different parts of brain were recorded, extracted, and analyzed with help of a robust non-linear technique, Multifractal Detrended Fluctuation Analysis (MFDFA). From the variation of EEG complexity corresponding to the neuro-electrical impulses originating from the frontal, temporal and occipital lobes of both these categories, we have tried to understand how differently happiness is perceived in musicians and non-musicians. The complexity and correlation values obtained from the brain signals of the two category of participants provide interesting new information about how musical training shapes the way happiness be elicited in human mind and the neuro-scientific correlates of happiness in general.

*Keywords:* happiness, EEG, emotions, nonlinear analysis, musician and non-musicians



N16

WH

## **Fast Food Restaurants: Shift from Catchlines to Consumer Happiness**

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**Ajitabh Dubey (Jharkhand Rai University)**

For time immemorial, foods have not only been a source of gratification to human body needs and the general wellbeing but also actively moderated the sense of mood (emotional) arousal. In contemporary times, whether due to changing lifestyle or participation of women in the workforce or paucity of time or impatience, fast food restaurants and fast-food dining has become a vogue. These have put huge onus on the fast-food restaurants or quick service restaurants (QSR) to provide happiness to their consumers and not merely do lip service through the glitzy catchlines. This research aims to explore the determinants impacting customer happiness. Data was gathered via an online survey, which was completed by individuals who patronized fast-food establishments such as KFC, McDonald and similar fast-food joints in India. The study utilized a structural equation model to assess the formulated hypotheses. It is fundamental that close understanding of how fast-food restaurants work concurrently to provide happiness to their customers is maintained. Present research gives insight into managerial implications to bring forth relationship marketing tools in making fast-food consumers happy. The multifaceted and evolving nature of consumer satisfaction in contemporary contexts of fast-food restaurants can be achieved by blending the right mix of relationship marketing, technology enabled services and the overall food services offered by these restaurants.

*Keywords:* fast-food, happiness, consumer, preference, freedom, relationship marketing

N19

HW

## **Perceived Stress, Mindfulness and Happiness among Information Technology Professionals**

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**Anil Kumar Kotha (VNR Vignana Jyothi Institute of Engineering and Technology)**

Mindfulness is observing one's own thoughts, and emotions and being present at that moment without any judgments or reactions. The purpose of this study is to determine the relationship between mindfulness, perceived stress, and happiness. The data was collected using a questionnaire from 150 Information Technology Professionals working in various IT companies in Hyderabad who have attended an eight-week Mindfulness-based Stress Reduction Program (MBSR) was analyzed by using correlation and regression analysis. The results revealed that mindfulness was negatively associated with perceived stress and was positively and significantly associated with happiness. The results from this study suggest that regular practice of mindfulness helps individuals in reduction of stress, tune in better as to how they and others feel, develop compassion for themselves and others, make the right decisions/ choices, improve their relationship with others, and lead to a happier state of mind.

*Keywords:* mindfulness, perceived stress, happiness, mindfulness-based stress reduction program (MBSR), information technology professionals

N20

LH

## Impact of Music on Happiness

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Music is a powerful force, and it is evident that most people are aware of this. There is a hidden beauty within the lyrics, melodies, tunes, and rhythms of music. When played and listened to, music brings life to something. It has been observed that many people tend to gravitate towards music. This is understandable, as music has a great impact on people in many different ways. This is one of the reasons why music has become a popular accompaniment for many people, particularly those who are struggling with depression, stress, or anxiety. Music has been found to be a great therapeutic tool, as it naturally improves people's mental health. In fact, music has been identified as a key factor in achieving happiness. It has been proven to help reduce stress just like the last one. Not only does it increase the mood hormones, but it also calms the mind. That's why so many people turn on music when they're feeling down or stressed. Additionally, several studies show music has a big impact on the sleep, which is also related to stress reduction. Music has been suggested to be a key factor in creating and improving socialization skills. This is due to the fact that happiness does not depend solely on the individual. Being around others creates a sense of satisfaction and enjoyment, which, in turn, reduces the likelihood of depression, sadness, and despondency. Whether it is through the sharing of one's favourite genre and beat, or through engaging in music-related activities, socialization is further enhanced through music. Being content is one of the primary objectives of every human being, and it is already known that music can make people happy in various ways. These points form the basis of why music has become such a key factor in achieving happiness. In this backdrop, the current study attempts to review the previous literatures on the impact of music on happiness. SLR methodology has been adapted to identify the most relevant literature. Further, open ended questions were asked to the customers and employees to understand their linkage of music with the happiness. Lastly, Atlas.ti software is used for the qualitative analysis of these questions.

*Keywords:* happiness, music, culture, therapy, stress

**N22**

**SH**

## **Paving the Way to Well-being: The Impact of Moral Licensing**

**\* Anirban Som (IIM Trichy)**

This research delves into the phenomenon of moral licensing, which suggests that individuals who engage in virtuous actions may subsequently engage in less virtuous behaviors. While past studies have highlighted negative consequences associated with moral licensing, such as increased prejudice, racism, indulgence, and dishonesty, this study aims to shed light on a potentially positive outcome of past moral actions. Research on moral traits suggests that individuals perceive working hard, gratitude, kindness, love, etc. as important moral traits. However, past research on moral licensing has not studied the impact of moral actions in the context of these traits. The current research takes a step in that direction with the objective of identifying the positive impact of past moral behaviors on the actions of individuals. Utilizing a single factor between-subjects experimental design, the current article examined whether individuals who have engaged in moral activities are more inclined to choose effortful products over non-effortful ones when pursuing their fitness objectives. The findings of this experiment reveal that individuals who have previously undertaken moral actions are more likely to opt for products that require substantial effort in order to attain their fitness goals, demonstrating a heightened commitment to working hard. Moreover, this study aims to extend its investigation into other moral traits, such as kindness, love, and gratefulness, in subsequent research endeavors. This approach will offer a more comprehensive understanding of the positive impact of moral actions on various aspects of an individual's behavior and overall well-being.

*Keywords:* moral licensing, virtuous behavior, moral traits, well-being, positive behavior, effortful choices



**N23**

**HW**

## **Employee Well-Being: A Sentiment Analysis of Workplace Happiness**

**\* Vanya (Indian Institute of Management Ahmedabad, India)**

Workplace happiness including employee happiness and job satisfaction, is a pivotal metric reflecting the positivity and well-being experienced by employees within their organization. Research Objectives: Identifying Key Indicators of Workplace Happiness. Research methods: This study employs a data-driven approach to examine workplace happiness, drawing insights from Environmental, Social, and Governance (ESG) reports issued by companies. By applying sentiment analysis to the narrative sections of these reports, this research unveils invaluable insights concerning employee satisfaction and well-being indicators. Through sentiment analysis, this study effectively pinpoints positive sentiments within ESG reports, focusing on crucial domains such as social responsibility, diversity, and employee engagement. These identified positive sentiments serve as vital signposts, helping to unveil key indicators of a happier workplace. They signify an organizational dedication to fostering the well-being of its workforce, going beyond profit-driven motives to embrace a more holistic approach that values and supports its employees.

*Keywords:* workplace happiness, employee well-being, employee satisfaction, job satisfaction, ESG reports, sentiment analysis

N26

HW

## **Delving Deeper into the Role of Entrepreneurial Resilience in Psychological Recovery and Workplace Well-Being: A Scoping Review**

**\*Krisha Balsarkar (FLAME University)**  
**Garima Rajan (FLAME University)**

The capitalistic society that we reside in today has reduced human work to being “just efficient”. This constant pressure from the economy has caused employees to experience high amounts of stress. In this review, we shed light on the issue of how work is becoming work as well as leisure. Research shows that there is no compartmentalization when it comes to work and spare time. The toxic work culture encourages excessive responsiveness and a faster work pace just to churn a profit. This prevailing culture is increasing employee stress and burnout and is becoming harmful to them. Research papers showcase how this technologically stimulated environment is causing people difficulty when it comes to disconnecting from work. As technology progresses rapidly, so does the creation of tools that make our lives easier. This is where the introduction of information and communication technologies (ICTs) comes in and acts as an important tool for employers to increase their productivity. They do so by giving the employees the power to decide where and when they work. However, the downside of this is that it makes detachment from work difficult for the employee (Barber et al., 2019). This review will also highlight the “recovery paradox” and how the process of recovery gets hindered when job stressors are high (Sonnetag, 2018). Research on employee recovery has laid emphasis on psychological detachment from work, relaxation techniques, participating in physical activities, and getting a good night's sleep. The aspect of “unwinding” from work has been given a lot of importance when it comes to employee well-being. The review concludes by talking about preventive measures that companies can invest in, like employee assistance programmes, e-learning tactics, and the creation of psychosocial safety climates for flexible workers.

*Keywords:* entrepreneurial resilience, information and communication technologies (ICTS), psychological recovery, workplace place well-being

**N27**

**SH**

## **Neural Correlates of Happiness and Devotion: An EEG study with Indian Spiritual Music**

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**Medha Basu (Jadavpur University)**  
**Shankha Sanyal (Jadavpur University)**  
**Priyadarshi Patnaik (Indian Institute of Technology Kharagpur)**

Devotion has been a key component of Indian music since the age of the Vedas, and remained so through centuries of changes and foreign influences. Moreover, with the advent of the Pan-Indian Bhakti movement (7th-15th Century CE), several spiritual music traditions emerged as separate genres, where poetry and music were integrated with the intent of transmitting spiritual and social goals among people of all cast and creed. While listening to the spiritual music of one's own religion and culture, devotees frequently report perception of emotions like devotion, calmness, happiness, awe. This paper aims to study the neural correlates of these emotions for two Indian spiritual music traditions – (a) Sikh Gurbani/Shabad Kirtan, (b) Bangla Vaishnav Kirtan, both of which emerged from the Bhakti tradition. Five native Punjabi and five native Bengali speakers listened to 3-minute long four song excerpts from these two spiritual music traditions while EEG signals were recorded from each participant along with their emotion responses. Recorded EEG signals were analysed using linear Power Spectral Density (PSD) analysis and nonlinear Multifractal Detrended Fluctuation Analysis (MFDFA). PSD analysis for different EEG frequency bands revealed the presence of enhanced alpha and theta power during spiritual music listening. Using MFDFA technique, Multifractal Spectral Width (W) values were also calculated for multiple 30-second EEG segments across the total duration of each music clip to understand the perception and induction process of devotion and happiness in human brain, which is a novel step in the domain of music cognition and signal processing.

*Keywords:* spiritual music, devotion, happiness, neuro-cognition, EEG, nonlinear techniques

**N30**

**LH**

## **Unplugging for Happiness: A Paradigm Shift in Understanding the Digital Detox Phenomenon**

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In a world that has become increasingly intertwined with technology, the concept of ‘unplugging’ or undertaking a digital detox has emerged as a novel approach to enhancing individual well-being and happiness. This paper explores the complex relationship between technology and happiness, and proposes a new conceptual understanding of digital detox as a transformative process that involves the intentional disconnection from digital devices to improve psychological and emotional well-being. It delves into the motivations, methods, and outcomes of digital detox, shedding light on how it can lead to greater happiness and life satisfaction.

*Keywords:* happiness, digital detox, well-being, mindfulness



N31

LH

## **Bhutan's GNH: Exploring Bliss Beyond Materialism in the Land of Dragons**

**\* Samyuktha N E (Madras School of Economics, India)**

In the heart of the Himalayas, lies Bhutan, a country that values Happiness over GDP and has been named the Happiest Place on earth. It presents an intriguing yet unique philosophy- Gross National Happiness (GNH), therefore our research question is “How does GNH prioritize non-material dimensions of well-being and challenge the materialistic pursuit of happiness?”. This research voyage takes us on a transcultural exploration, unraveling that GNH extends beyond an index, offering a holistic perspective on happiness. It concentrates on nine important domains including psychological well-being, health, education, and community vitality, urging a reconsideration of global priorities. Through case studies and cultural insights, we observe a harmonious alignment of Bhutanese traditions with GNH ideals. Our findings indicate the GNH challenges established global paradigms by emphasizing sustainable happiness which in turn results in GDP growth. In the ethereal land of dragons, where timeless traditions intertwine with modern aspirations, GNH inspires a global dialogue about the essence of genuine happiness.

*Keywords:* Gross National Happiness, well-being, materialism, holistic view, Bhutan

N32

HW

## **Time Matters: Investigating the Relationships Between Happiness at Work, Meaning, and the Subjective Perception of Time**

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Siddharth Majhi (Indian Institute of Management Sambalpur)  
Gaurav Marathe (Indian Institute of Management Ranchi)**

In this study, we explore the intricate relationship between happiness at work, the subjective experience of time when controlling for objective time, and their collective impact on individuals' sense of meaning in their work and life. Our primary research question delves into the influence of workplace happiness on the subjective perception of time, elucidating how individuals perceive the passage of time differently when content at work, compared to less content periods. Additionally, we aim to dissect the secondary question: Can subjective time mediate in connecting happiness at work to the perception of meaning in work and life? Through an exhaustive literature review, we present a comprehensive theoretical model that captures these dynamic interconnections. This study holds significance as it unveils the theoretical underpinnings of happiness at work, the meaning of work, and the subjective perception of time, offering valuable insights into the underlying mechanisms and relationships inherent in these multifaceted dynamics. Moreover, the finding that subjective time perception significantly influences happiness at work and meaning at work and in life underscores the pivotal role of time perception in employee well-being. It further highlights the practical significance of cultivating a workplace culture that prioritizes employee happiness, proficient time management, and the cultivation of meaningful work. These insights can potentially inform the development of leadership and management strategies, particularly in scenarios like work redesign, by emphasizing the importance of considering subjective time perception. Furthermore, this research lays the foundation for future investigations into the cultural, longitudinal, and individual variations in these relationships, providing a comprehensive and multifaceted view of the employee experience.

*Keywords:* subjective time, meaning in life, meaning at work, happiness at work

**N35**

**SH**

## **Science of Individual Peace: A System Dynamics Model**

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Tiruchirappalli)**

The research proposes a framework and system model for investigating mental model transformation toward individual peace. Broadly based on Indian knowledge system, a framework termed ‘desire life cycle’ is proposed and the corresponding causal, influencing, mediating, moderating variables and the reinforcing cum balancing loops are arrived at. To summarise, the external stimuli, interacting with the mental model of a particular conditioning, and its base elements ego, temptation, and ignorance of natural law, gives rise to the construct, intent or desire. How this primal antecedent leads to subsequent residual states of mind, namely anger, anxiety, guile, and worry, out of interactions with the conditioning, is explained via path-dependent reinforcing causal loops. Subsequently, to break this recurrent pattern, how the balancing causal loops of meditative-introspective states, self-assertion, and self-regulation can act as prescriptions is analyzed. Out of these loops meditative loop of electro-encephalogram consciousness states of alpha and theta, is seen as a primary influencer. When reinforced with introspective loop, it produces an accelerating change toward individual peace over time. The operationalization of the model involves longitudinal sampling with instruments such as qualitative interviews, in experimental and control groups that follow meditative-introspective practices. The conceptual framework can assist mindfulness practitioners in designing custom prescriptive-interventional loops of specific durations to enable self-peace, well-being and happiness. Contribution to happiness theory includes the development of ‘desire life cycle framework’ and the system dynamic modeling of the same with new constructs, and reinforcement-balancing loops.

*Keywords:* mental model, individual peace, system dynamics, electro-encephalogram, meditative-introspective

N37

HW

## Unveiling Happiness at Work: A Conceptual Paper

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In today's turbulent organizational scenario, the pursuit of Happiness at Work (HAW) has become one of the prior concerns of business organizations, as it is crucial for both individual as well as organizational success and overall well-being. With the changing dynamics of the work environment and the growing cognizance of positive organizational concepts such as employee happiness and well-being as a key element of organizational success, it becomes indispensable to study the happiness in context of work. Keeping in view the growing interest of researchers and policy-makers in the concerned domain, this conceptual paper aims to build a comprehensive framework to understand and explore the concept of HAW. The primary aim of this paper is to define the concept of HAW, and to develop a theoretical framework of factors that influence HAW. The paper also aims to explore the consequences of HAW, providing potential strategies to enhance workplace happiness, suggesting future research directions, and providing implications. By extensively reviewing the relevant literature, the study found that most of the research has been focused on identifying the positive organizational outcomes when there is a presence of HAW, whereas there is a dearth of studies examining negative behaviors such as bullying and workplace aggression that occurs due to the lack of employee happiness. The study offers several implications for managers, policy-makers, as well as society. Findings suggest that HAW helps employees to create and experience a positive work culture which can further boost their morale and cultivate positive organizational behavior. Creating a happy work culture could lead to a sense of cooperation and harmony among employees which would further enhance their ability to perform their tasks and duties effectively and efficiently. Our results can also be utilized by managers in implementing strategies for increasing the level of happiness and well-being of employees for the long-term growth and success of the organization as a whole.

*Keywords:* happiness, work-place, well-being, employee happiness



**N39**

**SH**

## **The Science of Sensory Engagement: Emergence, Recurrence and Reformation**

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**Dr. Deepavalli Arumuganainar (Saveetha Institute of Medical and Technical Sciences, India)**

A state of mindfulness about sensory engagement is essential for evolved species like humans. This work presents a scientific inquiry into the physiological and psychological grounds of 'sense' and 'engagement' in three phases namely emergence, recurrence and reformation. Based on bio-field approaches to consciousness, this work proposes that sensation is a result of state changes in an underlying bio-field of a cellular matrix, a wave complex of fundamental energy particles' propagated energy in space-time continuum. Functioning as the mechanism for information acquisition and transmission of sensory systems and information processing of neuronal activity in brain, this field is posited as the determinant of sensory perception. Using wave theory principles, this work proposes that the waveform or oscillation patterns in this field and the superposition and resonance they undergo whenever electromagnetic signals of similar type are generated in neuronal processing, determines the collective response of the bio-system. Using neuronal correlates of consciousness theory, this work proposes that at alpha-theta-delta electroencephalogram (EEG) regimes, this bio-field goes through 1. non-occurrence of usual sensory related waveforms and 2. resonance with signals external to the bounded field, and thereby develops new patterns, a process termed reformation. Stable sensory contentment is expressed strongly as a function of reforming this field, and this forms the basis of the mindfulness practice. The theoretical contribution of this work includes investigating bio-field approaches to mindfulness, developing a bio-field hypothesis grounded on neuronal correlates of consciousness, and electromagnetic wave theory approach to bio-fields.

*Keywords:* bio-field, electro-encephalogram (EEG), emergence, wave theory, happiness

**N41**

**LH**

## **Elevating Happiness Through Mindfulness: An In-depth Systematic Literature Review**

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In a world where the pursuit of happiness knows no boundaries, mindfulness has emerged as a ubiquitous tool employed by individuals, communities, and societies across the globe. However, due to the high variety of the conducted studies and very small number of secondary studies (e.g., systematic literature reviews) in this field, it is very difficult to get the state-of-the-art of this research domain. To address this problem, we conducted a systematic literature review to identify i) which mindfulness techniques have been used in the studies about happiness and mindfulness? ii) which methods have been used to evaluate happiness in mindfulness settings and what are the elements of happiness used in studies? iii) How does mindfulness affect happiness? and iv) Which country studied happiness and mindfulness a lot? The main results show that there is a growing interest in this field, as the number of publications is increasing. United States as a primary trailblazer in the global landscape of mindfulness and happiness, underscoring its leading position in advancing research and practices in this domain. There is no unanimity about the mindfulness techniques and happiness questionnaire they used or the effect of mindfulness on happiness. Our results highlight the importance of conducting new studies investigating how mindfulness affects happiness in different mindfulness techniques and applications.

*Keywords:* mindfulness, happiness, mindfulness technique, literature review, subjective happiness

**N46**

**HW**

## **Exploring the relationship between Employee Happiness and Workplace Dignity**

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Employee Happiness is considered to be a psychological state of net positive affect in which employees perceive their own value and potential to be realized towards achieving organisational goals. And Workplace Dignity (WPD) is understood as an employee's perception of respect, trust, value, autonomy and safety at the workplace. While both the constructs are considered significant for humanising the work places, the nature of their relationship has not been studied sufficiently. The objective of this article is to explore the relationship between WPD and employee happiness. This study adopts a qualitative phenomenological approach. Semi-structured interviews were conducted to explore the experiences and perceptions of Dignity and Happiness at work. Purposive sampling was used to control for the age, employee level and number of years of work experience. The interview data were analysed using a narrative analysis approach. The results suggest common antecedents and outcomes of WPD and employee happiness. WPD was found to be an essential but not sufficient condition for employee happiness. However owing to the sample size generalizability of the findings is limited and further research is needed to establish the relationship amongst the constructs. The article contributes to the theories of Humanistic Management, Workplace Dignity, and Happiness at work and Employee Well-being. It has practical implications for Human Resource Management in designing work, trainings and interventions for workplace management.

*Keywords:* employee happiness, workplace dignity, humanistic management, human resource management

**N47**

**LH**

## **Decoding Spiritual Happiness in Poetry: An Analytical Study of The Selected Poems of John Keats**

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Meditation is an integral part of human life. Portrayal of the meditative state of mind and its link to spiritual happiness is a peculiar characteristic of the poems of great literary artists across the world. Poetry is one of the most important genres of Literature in the world. The readers of literature across the world appreciate the value of romanticism to the realm of poetry. The publication of Lyrical Ballads by Wordsworth and Coleridge marked a beginning for the rustic people to find their voice in the turbulent times. John Keats along with his contemporary poets developed this outlook further to next level in the Age of Romanticism. The paper reviews the selected poems of John Keats from a point of view of spiritual happiness. It analyzes the contribution of romanticists to the idea of joyful adventure and love for nature. It further explores the various dimensions and ideas of spiritual happiness enshrined in the poetry of John Keats which can assist the people to discover a spiritual solution to a mechanical world.

*Keywords:* spiritual, poetry, happiness, literature, joyful

**N48**

**LH**

## **Exploring Sleep and Happiness among Indian Undergraduate Students: A Cross-sectional study using GSAQ and Oxford Happiness Questionnaire**

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**Chaitanya Siras (Indian Institute of Management Ranchi)**  
**Kavya Gupta (Indian Institute of Management Ranchi)**  
**Meenakshi Agrawal (Indian Institute of Management Ranchi)**  
**Vedanshi Tripathi (Indian Institute of Management Ranchi)**

Sleep and happiness are crucial aspects of an individual's overall well-being and their interplay holds significant implications for the mental and emotional health of Undergraduate students. This study aims to investigate the complex relationship between sleep patterns and happiness among Indian Undergraduate students, given the growing concern over the deteriorating sleep quality and increasing stress levels in this demographic. A cross-sectional survey was conducted among a diverse sample of 200 Indian undergraduate students from various educational and academically diverse institutions. Participants completed standardized questionnaires, including the Global Sleep Assessment Questionnaire (GSAQ) to assess sleep quality and the Oxford Happiness Questionnaire to measure self-reported happiness levels. The results of this study reveal a significant correlation between sleep quality and happiness among Indian undergraduate students. Poor sleep quality was associated with lower self-reported happiness levels. Factors such as irregular sleep schedules, excessive use of electronic devices before bedtime, and academic stress were identified as potential contributors to reduced sleep quality and coincidentally decreased happiness. The findings of this study suggest that sleep quality plays a vital role in determining the happiness levels of Indian undergraduate students. Implementing strategies to improve sleep hygiene and manage academic stress could potentially enhance students' overall well-being and happiness.

*Keywords:* sleep patterns, cross-sectional survey, self-reported happiness levels, sleep hygiene, academic stress, well-being



N49

SH

### **An Investigation into the Financial Well-Being and Happiness of Blue-Collar Workers at IIM Ranchi**

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Bhavesh Shaha (Indian Institute of Management Ranchi)  
Suryansh Kumar (Indian Institute of Management Ranchi)  
Aanvi Sarin (Indian Institute of Management Ranchi)**

This study examines the correlation between subjective financial well-being and happiness among IIM Ranchi's housekeeping staff belonging to a lower socioeconomic stratum. It aims to understand how their financial capacity to meet obligations affects their life satisfaction and happiness. Most older studies conclude that personal income exerts little influence over psychological well-being (King and Napa 1998). In contrast, more recent studies have found the opposite: objective financial well-being has a relevant relationship with psychological well-being (Frijters et al. 2004), and there's a positive relationship between those two constructs (Johnson and Krueger 2006). The study was conducted among 35 IIM Ranchi housekeeping staff members of uniform income; the study utilizes the Oxford Happiness Questionnaire and a single-item 6-point Likert scale for measuring financial well-being. Spearman's Rho assessed the correlation between financial well-being and happiness, and a two-sample t-test was performed to compare participants' happiness with low (1-3) versus high (4-6) financial well-being. Additionally, semi-structured interviews followed by thematic analysis provided depth to the quantitative findings. This study brings a fresh perspective to the financial well-being and happiness correlation, focusing on a specific demographic and revealing the nuanced dynamics of this relationship, with an emphasis on noticeable gender differences. This underscores the need for gender-sensitive approaches in future research and interventions, enhancing its contribution to the field. It also recommends that interventions aimed at improving the financial and overall well-being of such groups should adopt a holistic approach, considering both economic and psychosocial aspects.

*Keywords:* financial well-being; happiness; lower socioeconomic strata, financial obligation, oxford happiness questionnaire

N50

SH

## Well-being and Quality of Life through Yoga: Rethinking our Notions of Happiness

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**Shashank Shekhar Tripathi (Pragyan Ritam Yog Aranya Nyas Ashram, Udaipur)**

Every individual aspires to a healthy, happy and a satisfied life. Financial status, luxury, physical health, and overall well-being are generally considered to be the hallmarks of 'Quality of Life (QoL) and happiness'. However, it is an individual's perception that plays an even more momentous role in determining gratification with one's life, QoL and happiness. yoga is a science of holistic health, well-being, and the 'Self' - that can awaken the brilliance within by disintegrating the mind and making it ablaze with the light of Consciousness. According to the philosophy of yoga, ānanda or absolute happiness is inherent to or the very nature of the 'Self'. It is the deep rooted saṃskāras<sup>2</sup>, kleśas<sup>3</sup> and vṛttis<sup>4</sup> in the mind that give rise to unlimited desires, restlessness, and negative emotions - diverting the mind from its 'Original Nature' towards the external world in search of happiness. Unfortunately, no worldly objects or events can lead to ānanda. yoga teaches techniques such as yama, niyama, āsana, prāṇāyāma, dhāyana etc., to overcome the saṃskāras, kleśas and vṛttis - which then enables the individual to come back to its 'Source,' 'ānanda.' An individual in such a state no longer craves external comforts or pleasures, thus experiencing the highest quality of life. The research aimed to scheme out an understanding of well-being and happiness from yogic paradigms - excavating the profound philosophy and psychology embedded within various traditional yoga and allied classical treatises (such as Patañjali's Yogasūtras, Bhagavadgītā, Hatha Yoga, Yoga Vāsiṣṭha) with an aim to re-approach and promote QoL, in light of modern-day challenges. Concepts such as the 'mind' as an 'instrument of human perception and experience,' as an 'object of one's Awareness' and 'happiness independent of all externalities' were delineated. Extending these concepts to corroborate certain underlying yogic ideas centered around QoL (such as sattvam, ārōgyam, nirmalam, samatvam, kauśalam, santōśam, sukham etc.) considering some of the predominant definitions and theories, the exploration has been furthered and a universal schema on the indices of measurement of QoL has been suggested. Delineating holistic and practical methodology towards 'life quality-enrichment,' the thoughts presented can serve as theoretical foundations for future research on the subject.

*Keywords:* ānanda, Quality of Life, yoga

**N51**

**HW**

## **Nurturing Employee Happiness: The Power of Employee Engagement**

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Employee happiness is a crucial element in creating a productive and successful workplace. This paper delves into the intricate relationship between employee engagement and happiness, emphasizing how a well-crafted employee engagement strategy can significantly impact an organization's overall success. Through a comprehensive exploration of the concept, this paper offers insights into the key factors that contribute to employee happiness and provides practical approaches for organizations to foster a culture of engagement that enhances the well-being of their employees. In an era where talent retention and motivation are paramount, understanding and nurturing employee happiness through engagement is not just a HR initiative but a strategic imperative for businesses seeking sustainable growth and competitiveness. This paper illuminates the pathway to a more engaged, satisfied, and ultimately, happier workforce, demonstrating that the benefits extend far beyond the office walls, positively impacting an organization's bottom line and its people's lives. Employee happiness, a pivotal element of organizational success, is intrinsically linked to employee engagement (EE). This literature review synthesizes existing research, encompassing the key concepts, factors, measurement tools, and implications associated with the relationship between EE and employee happiness. In today's dynamic business environment, characterized by talent scarcity and changing workforce expectations, understanding and nurturing employee happiness through engagement is paramount. This review emphasizes the significance of leadership, work-life balance, recognition, and learning and development in influencing employee happiness. Furthermore, it underscores the need for well-structured measurement tools, such as the Gallup Q12 Employee Engagement Survey and the Subjective Happiness Scale, to gauge engagement and happiness effectively. By incorporating these insights into organizational practices, businesses can foster a culture of engagement that enhances both their employees' well-being and their bottom line.

*Keywords:* employee happiness, employee engagement, leadership, work life balance, recognition and rewards

N52

HW

## **Women's Marital Adjustment: Role of Emotional Intelligence and Employment Status**

**\* Lucy Sonali Hembram (Utkal University, India)**  
**Barsa Rani Ojha (Utkal University, India)**

According to the reports, there is a 30% increase in petitions seeking divorce in India, which is enough to make us realize the importance of marital adjustment among couples of India. Globalization has brought several changes in the employment status of people which has severely impacted the marital adjustment of couples in general and marital adjustment of women in particular. So, the present research has been designed to study how emotional intelligence and employment status have effect on women's marital adjustment. Sample sizes of 100 women, having 51 numbers of working women and 49 numbers of non-working women, from different districts of Odisha within the age range of 25-40, were selected through purposive sampling method for the study. They were administered with Schutte's Self-Report Emotional Intelligence Test (SSEIT) and based on the scores they were classified as the low scorers and high scorers of emotional intelligence and then their marital adjustment scores were compared. ANOVA and Pearson Correlation were used to analyze the results. Results indicated that both emotional intelligence and employment status significantly affected marital adjustment of women. The correlational analysis revealed that some of the components of Emotional Intelligence were significantly associated with the marital adjustment of working women whereas some components were significantly associated with the marital adjustment of non-working women but not all.

*Keywords:* women, employment status, marital adjustment, emotional intelligence

**N53**

**LH**

## **The Pursuit of Happiness: An Exploration of Occidental and Oriental Perspectives**

**\*Madhura Chakraborty (Visva-Bharati, India)**

Pursuing happiness is the most common approach for all human endeavors across cultures and timelines making happiness the ultimate quest and goal of life. In the course of life often face the question ‘What makes man happy?’ In today’s fast-paced world, the pursuit of happiness often seems elusive as we get entangled with materialistic lifestyles losing ourselves in achievements and failures. The concept of happiness has a long culturally, philosophically, and psychologically diverse history. Two dominant approaches to human happiness are the hedonic and eudaimonic perspectives where hedonic happiness is seeking pleasant feelings over unpleasant ones and eudaimonic includes the concept of personal growth, meaningful life, and realization of our potential. Though happiness is a universal human aspiration, its interpretation and pursuit can vary significantly between Eastern and Western perspectives. The paper is based on secondary literature and it attempts to delve into the concept of happiness from both Eastern and Western perspectives and evoke a journey to understand an Indian way of life with the cultivation of mindfulness, virtue, and well-being for lasting happiness.

*Keywords:* happiness, occidental, oriental perspectives



N55

LH

## **Happiness in Post-Addiction Recovery: An Experimental Exploration of Brief Mindfulness-Based Cognitive Therapy**

**\* Stella Sherpa (Gauhati University, India)**

Addiction recovery is a complex and often challenging journey that extends well beyond achieving abstinence from substances. One crucial aspect of this recovery process is the pursuit of happiness and overall well-being. Happiness, a subjective and multifaceted construct, is a vital component of individuals' ability to maintain sobriety and lead fulfilling lives after addiction. The study aimed to determine the effectiveness of Brief Mindfulness-Based Cognitive Therapy (MBCT) intervention in improving happiness and well-being among young adults in post-addiction recovery. The research involved 30 participants with an age range of 18 to 30, utilizing a pre-test and post-test design to assess changes in happiness. Participants completed a pre-test happiness questionnaire to establish a baseline measure of their well-being. The intervention consisted of 4-6 sessions of Brief Mindfulness-Based Cognitive Therapy, which integrated mindfulness meditation and cognitive techniques. Preliminary findings suggest that the application of Brief MBCT positively impacts happiness among this demographic. The post-test results revealed significant improvements in happiness scores compared to the pre-test. These findings underscore the potential benefits of integrating mindfulness-based strategies into addiction recovery programs, particularly for individuals in the 18-30 age group. In conclusion, this study highlights the potential of Brief Mindfulness-Based Cognitive Therapy as a valuable intervention for enhancing happiness and well-being in individuals undergoing post-addiction recovery, with a particular focus on the 18-30 age group. Further research with larger sample sizes and long-term follow-up is warranted to fully understand the sustained effects of this intervention.

*Keywords:* post-recovery, happiness, addiction, Brief Mindfulness-Based Cognitive Therapy, substance use

**N56**

**HW**

## **High Performance Work System and Turnover Intentions in Hospitality and Tourism: Examining the Mediating Role of Employee Happiness**

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**Dr. Ujjal Mukherjee (Institute of Public Enterprise, India)**

Hospitality and tourism organizations (H&T) are increasingly adopting high-performance work system practices (HPWS) to enhance the level of happiness among employees and their guests. Despite these initiatives, the industry faces significant challenges related to employee attrition. This paper aims to explore the impact of HPWS practices on employee happiness at work (HAW) and their turnover intentions (TI). Data were collected through a survey questionnaire from 450 employees working in seven high-end luxury hotels in India. We employed a structural equation model to examine the hypothesized relationships among the study variables. The results revealed that employee HAW plays a partial mediating role in the relationship between HPWS and TI. This research sheds light on the complex dynamics within the industry and offers insights into strategies for improving employee retention and well-being. This study has theoretical significance by advancing our understanding of HPWS and happiness at work in the hospitality industry. It has practical relevance, providing insights to enhance employee happiness, reduce turnover, and ultimately improve guest experiences. Socially, these improvements benefit employees and have a positive impact on the communities and economies where these hotels are situated.

*Keywords:* high performance work system, happiness at workplace, turnover intention, hospitality employees

**N57**

**LH**

## **Philosophy of Happiness through the lens of Bhagavad-Gita and Srimad-Bhagavatam**

**\* Vinay Kumar (Chandigarh University)**

Research in psychology has tried to understand happiness in various ways. A common conclusion is that any action of every person is directed towards the end objective of attaining happiness or at least the perception that his action would make him happier. A positive and enjoyable feeling, happiness can range from self-satisfaction to extreme joy. In this context, the philosophical understanding of happiness becomes extremely important. Philosophically, happiness is closely connected to morals and ethics that further relate to culture and theological understandings. The present article attempts to present and discuss the philosophy of happiness from the teachings of Bhagavad-Gita and a discussion between two personalities, Jada Bharat and King Rahugana as found in Srimad-Bhagavatam (Bhagavata Purana), the mature fruit of the desire tree of Vedic literatures. The article throws light on deeper understanding of happiness and well-being.

*Keywords:* happiness, ethics, Bhagavad-Gita, Srimad-Bhagavatam

**N59**

**HW**

## **Beyond the Smiles: Investigating the Emotional Intelligence Factors Shaping Employee Happiness**

**\*Amandeep Gill (Indira Gandhi National Tribal University, Madhya Pradesh)  
Prof. Ashish Mathur (Central University, Haryana)**

Employee happiness at work goes beyond outward displays. By delving into emotional intelligence, the research seeks to identify the precise variables impacting worker happiness. To provide useful insights for organisations dedicated to developing a genuinely happy and emotionally intelligent workforce, this study aims to how emotional intelligence competencies impact the emotional landscape of the workplace. The objectives of this research are to examine the relationship between emotional intelligence and employee happiness, the impact of emotional intelligence on workplace emotions, and investigate the role of emotional intelligence in employee engagement. Overall analyse the influence of workplace culture on emotional intelligence and employee happiness. This study employs a cross-sectional design to quantitatively survey emotional intelligence, workplace emotions, and employee happiness among participants, including university employees, incorporating a standardized scale and self-questionnaires for data collection. Examine the connections between employee happiness, workplace emotions, and emotional intelligence using statistical methods like regression and correlation in R programming. The study will show a strong positive relationship between emotional intelligence and both workplace emotions and employee happiness. Emotionally intelligent workplace culture has a favourable impact on emotional intelligence, which in turn increases employee contentment and good feelings.

*Keywords:* emotional intelligence, employee happiness, workplace emotions, employee engagement, workplace culture

**N61**

**HW**

## **Contentment and Well-being of Employees in an Organisation**

**\*Kalpana Kumari (University of Lucknow)**

In any culture, the pursuit of happiness is an essential aspect, and today's employees take this concept seriously. Regardless of generational differences, people in the contemporary workforce are more determined to find happiness both at their workplace and in their personal lives. As the majority of individuals devote a significant portion of their lives to work, it is crucial to have a thorough comprehension of the impact that employment and the work environment have on the happiness of individuals and communities across the world. The pursuit of happiness has expanded to encompass workplace experiences. This paper examines the current understanding of the definition, causes, and consequences of happiness at work, while also incorporating insights from the growing body of research on happiness in positive psychology. Promoting mental well-being in the workplace involves ensuring that employees' psychological, emotional, and social well-being are all taken care of within a shared work environment. This relates to the positive state of mind an employee experiences while carrying out their daily tasks at work. This paper principally focuses on the relationship between work and employment and their impact on people's happiness. Additionally, it delves into happiness-related constructs and explores shared factors that contribute to and stem from happiness.

*Keywords:* affective commitment, causes, consequences, contentment, employee wellbeing, work engagement

N67

HW

## **Forgiveness And Happiness in Workplace Relationships: A Systematic Review**

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**Romate John (Central University of Karnataka, India)**

The work environment is an integral part of an individual's life which plays a major role in lifestyle. In an organizational context, where diverse personalities converge, the ability to forgive is essential for a sophisticated work culture. Similarly, happiness at the workplace is not only a personal element but also a strategy for organizational success. Thus, the relationship between forgiveness and happiness in the work context needs to be clarified. The objective of the present systematic review is to check whether a forgiving workplace relationship offers a happy and more productive job environment. The search was done on electronic databases such as Pubmed, Web of Science, PsycNet, Science Direct, and Google Scholar. The initial search yielded 758 articles; after the duplicate removal and application of eligibility criteria, seven articles were finalized for review. The study adhered to the PRISMA recommendations for systematic reviews. Two of the seven studies were conducted among Indian organizations. The organizations considered in the studies were diverse, including the IT sector, educational organizations, health sectors, and industries. Other than forgiveness, positive psychological variables such as gratitude, optimism, compassion, and trust are also considered in the studies. Forgiveness is one of the five organizational virtues that contribute to organizational happiness and a productive work environment. The findings of the study suggest further research on the mediators and moderators in the forgiveness-happiness relationship.

*Keywords:* forgiveness, happiness, organization, systematic review



**N68**

**HW**

## **Do Happy Teams Perform Better? A Systematic Review and Future Research Agenda**

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**Romate John (Central University of Karnataka, India)**  
**Eslavath Rajkumar (Indian Institute of Technology Bhilai, India)**

Existing literature largely suggests that happy employees are often productive at work. While this perspective has been strongly supported at the team level, it is still unclear whether teams with a higher degree of happiness are more likely to demonstrate better performance. Thus, the present review aims to synthesize evidence on how collective happiness relates to team performance and provide implications for future research. A systematic search was conducted on five electronic databases, including APA PsycNet, PubMed, Science Direct, Web of Science, and Google Scholar, in September 2023 to identify peer-reviewed studies published in English on happiness and performance in teams. Out of 512 articles initially identified, 18 were found to be eligible and included in the final analysis. Most of the studies focused on eudaimonic constructs of collective well-being/happiness and hedonic constructs and included multiple aspects of team performance. In particular, evidence of happiness at work relied on collective job satisfaction, group affect, and team engagement with self-rated and other-rated performance outcomes. Despite the importance of teams in organizations, studies specifically on happiness and performance at the team level are still scant. Thus, future research should be directed at exploring this relationship emphasizing the underlying mechanisms to create a happy environment that enhances performance in organizational teams.

*Keywords:* team happiness, team performance, work, systematic review

N69

LH

## **Mediating Role of Mindfulness Between Meaning in Life and Work-Life Balance Among IT Professionals**

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**Dr. Vinothkumar (Bharathiar University, Coimbatore, India)**

Work-life balance has emerged as a global concern, impacting IT professionals who have witnessed significant changes due to economic, social, and cultural variations. Employees face tremendous challenges as the corporate world transitions into an era of globalization and technological advancements. Consequently, the working pattern has shifted, no longer confined to the traditional workplace. Professionals now accept assignments without time boundaries. While flexible work patterns have several benefits, they also pose the risk of blurring the lines between professional and personal life. Maintaining a sense of work-life balance is fundamental to overall health and well-being. Despite this, burgeoning concerns about what constitutes an effective work-life balance exist. This study aims to explore mindfulness's mediating role in the relationship between meaning in life and work-life balance among IT professionals. A sample of 142 early adults in the IT industry, aged between 20 and 40 years, was selected using the snowball sampling method. Standardized questionnaires were utilized, including the Five Facet Mindfulness Questionnaire, Meaning in Life Questionnaire, and Work-life Balance scale. The study employed a simple mediation analysis, revealing that mindfulness partially mediated the relationship between meaning in life and work-life balance. These findings contributed to a better understanding of the interplay of psychological factors in work-life balance, offering insight for designing psychological interventions that emphasize the significance of meaning in life and mindfulness.

*Keywords:* work-life, meaning in life, mindfulness

**N70**

**LH**

## **Sensation Seeking, Flow and Happiness Among Emerging Adults**

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**K V Krishna (Bharathiar University, India)**

The pursuit of happiness becomes a critical concern for emerging adults and they always tend to experiment with different aspects of their life. Sensation-seeking behavior and experiencing flow in adult life are important as they both contribute to personal growth, adaptability, and overall well-being. There are different factors that are directly and indirectly making an impact on subjective happiness. Investigating how sensation-seeking and flow contribute to adult happiness becomes a central concern among the researchers. The present study aims to understand the predictive role of sensation seeking and flow on happiness among emerging adults. A sample of 100 adults aged between 18 - 25 years were selected to participate in the study using the convenience sampling method. The standardized questionnaires such as the Sensation-seeking scale, the Dispositional flow scale, and the Oxford Happiness questionnaire were used. Multiple regression was carried out to analyze the data. The findings of the study underscore the potential significance of encouraging novel experiences and fostering environments conducive to flow states as a means to promote happiness and well-being in adult populations. The study identified sensation seeking and flow as determinants of happiness which can assist in developing tailored approaches for cultivating flow experiences thereby promoting greater life satisfaction and overall happiness.

*Keywords:* sensation-seeking behavior, flow, happiness

**N71**

**CH**

## **Materialism, Happiness and Self-Esteem Among Adults**

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**Dr. K V Krishna (Bharathiar University, India)**

Today's society is heavily influenced by a materialistic mindset and the desire to show off one's possessions. People who embrace materialism believe that accumulating wealth and belongings is key to finding happiness and building self-esteem. In a race to acquire life's intangibles instead of tangible's, an individual's success, peace and happiness are sabotaged. This study was conducted to assess materialism, happiness and self-esteem among adults. A descriptive research design was followed. The study sample consists of 152 adults aged 20 to 40 years and was selected using the convenience sampling method. Personal data sheets and standardized questionnaires such as the materialistic value scale developed by Richins and Dawson (1992), the Oxford happiness questionnaire (2002) and Rosenberg's self-esteem scale (1965) were used. Correlation and regression were used for analyzing the data. The findings indicate a positive correlation between self-esteem and materialism and a negative correlation between happiness and materialism. Additionally, materialism was found to negatively predict happiness and positively predict self-esteem. In conclusion, this study not only contributes to the academic understanding of materialism's impact but also opens avenues for practical applications.

*Keywords:* materialism, happiness, self-esteem, adults

N72

LH

## Searching Happiness in the Woods: Evidence from Panel Data

**\*Bhavya Advani (MANIT Bhopal, India)**  
**Ashis Kumar Pradhan (MANIT Bhopal, India)**

The quest for happiness is a fundamental human goal, recognized by the United Nations (UN). Understanding the importance of happiness, our study aims to examine the impact of economic, environment, social and political factors in influencing wellbeing among sixty economies observed over eleven years. Using Generalised method of moments (GMM) and Panel quantile regression (PQR) methodology, our results show that forest cover, GDP per capita, inflation, unemployment, freedom to make life choices, social support and perception about corruption play a significant role in determining wellbeing. We find that GDP per capita, freedom to make life choices and social support have direct and positive association with wellbeing while unemployment rate, inflation and perception about corruption negatively influence wellbeing. However, we found mixed results for the variable forest cover at different quantiles. We also observe that social support is a major determinant of wellbeing. The current study considers both objective and subjective aspects to determine overall wellbeing and recommends policy measures to enhance wellbeing.

*Keywords:* subjective wellbeing, objective wellbeing, forest cover, generalised method of moments, panel quantile regression

N73

HW

## Happiness: A New Dimension of Employee -Wellbeing

**\*Dr. Yagbala Kapil (GI Bajaj Institute of Management and Research, India)**

As organizations increasingly recognize the significance of employee satisfaction beyond traditional metrics, this research paper delves into the evolving landscape where happiness is considered a pivotal component of overall well-being. This paper sheds light on the paradigm shift in understanding employee well-being by integrating happiness as a fundamental dimension. It underscores the need for organizations to adopt a holistic approach that acknowledges and prioritizes the happiness of employees, recognizing its profound implications on both individual and organizational outcomes. This study aims to assess the factors that defines happiness quotient amongst employees. Research consistently demonstrates that content and satisfied employees exhibit higher levels of engagement, productivity, and job satisfaction. No study has attempted to determine the employee wellbeing from happiness perspective. Positive psychological states, such as happiness, contribute to a conducive work environment, fostering creativity and collaboration. The study is a systematic literature review, qualitative in nature, based on data collected and analysed using the existing literature from authentic sources. Overall happiness is defined as “the degree to which an individual judges the overall quality of his life-as-a-whole favorably” (Veenhoven 1984: 22-24). Therefore, happiness appears as an attitude towards one’s own life, that has some stability of its own and that involve related feelings and beliefs. These feelings and beliefs are seen as ‘components’ of happiness. The study showed that human needs are different and affected by various internal and external factors influencing overall life satisfaction and health. Organizations investing in well-being programs, mental health support, and flexible work arrangements demonstrate a commitment to fostering happiness among their workforce. The findings provide insights for employers establishing a strong link between happiness and employee well-being, emphasizing the multifaceted influence of organizational factors. A positive work environment, supportive leadership, and holistic well-being initiatives contribute to enhanced happiness, ultimately benefiting both employees and organizations. CONTRIBUTION/VALUE-ADD: The findings of this research underscores the role of organizational factors in influencing employee happiness. Supportive leadership, fair compensation, and opportunities for skill development are identified as key contributors to well-being. Job characteristics, including autonomy and meaningful tasks, are crucial for employee satisfaction. Additionally, a positive workplace culture that prioritizes work-life balance and values employee contributions is essential.

*Keywords:* organisation, happiness quotient, well-being, leadership, employee satisfaction



N74

HW

## **A Thematic Analysis Investigating Power Hierarchies Existing in Numerous Sectors in India and the Corresponding Reasons**

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**Shreya Jain (Indian Institute of Management Ranchi, India)**

**Ashish Ranjan (Indian Institute of Management Ranchi, India)**

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This study used qualitative research methods to investigate how people perceive power exchange in their professional lives. Purposive sampling was used in the study to select highly experienced and senior-level candidates from various fields such as politics, business, and academia. We interviewed them to understand the power dynamics in each area. The data from the interviews were analysed using thematic analysis. This method entails identifying patterns in data and categorizing them into themes. This study identified three major themes: the role of gender in power structures, uncontrollable factors influencing power hierarchy, and things one can do to be powerful. In all interviews, the first theme, the role of gender in power structures, was identified as a significant code. Discrimination and disadvantages were identified as major issues that women face in the workplace, limiting their opportunities for advancement. The second theme concentrated on uncontrollable factors that influence power dynamics, such as societal structures and economic conditions. The third theme looked at what people can do to become more powerful, such as building strong networks and developing skills. Overall, this study provides valuable insights into power dynamics in various fields and emphasizes the need for additional efforts toward gender parity. Individuals and organizations can address power imbalances and promote a more equitable distribution of power by understanding the factors that contribute to power relations.

*Keywords:* thematic analysis, power hierarchy, power structure, politics, gender

N75

LH

## **Enhancing Stress Measurement for Military Contexts: A Scale Customized for Indian Army Officers**

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Indian armed forces are witnessing various depraved incidents that can be attributed to increased stress levels among soldiers. Recently, four members of the 50th Battalion of the Central Reserve Police Force (CRPF) were killed by one of their colleagues. According to a study by the United Service Institution of India (USI), more than half of Indian Army personnel seem to be under severe stress. A high level of stress has contributed to the escalation of fratricide and suicide cases in the armed forces. Instead of various initiatives, the statistics of stress and stress-related consequences are not decreasing. Researchers believe diagnosis of stressors and intensity of stress early can prevent much damage in soldiers' lives. Many prevalent stress measurement tools are available in the literature, like Homes and Rahe (1967), Occupational Stress Inventory-R, 2022, Perceived Stress Scale, and many more. But no scale is specifically designed for armed forces. Therefore, this research work is intended to develop a scale exclusively for the Indian Armed Forces. Scale development is a scientific and systematic process. The paper follows Hinkin's (1995) scientific procedure of scale development. A few interviews and focused group discussions were conducted among Indian Army officers to generate a list of stressors in their professional and personal lives. A list of 42 statements has emerged in due process. Researchers have approached one academic expert and two Commissioned officers to review the statements. The experts dropped six statements on the grounds of being repetitive or out of context. In the end, 35 statements were finalized for the pilot study. All 35 statements were ranked as per the aggregate responses against the particular statements. The results reaffirmed established stressors and revealed some new stress factors specific to the Indian Army, enriching the comprehensiveness of the scale. This paper discusses the methodology, presents the ranked stressors, and analyzes the implications of the identified stress factors on the well-being of Indian Army officers. The study underscores the significance of culturally sensitive stress assessment tools. It provides a foundation for further research and tailored interventions to mitigate stress and enhance military personnel's resilience.

*Keywords:* stress, Indian armed forces, scale development, psychometric properties

N76

SH

## Perception Of Time Based on Information Processing

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**Priya Katiyar (Indian Institute of Management Ranchi, India)**  
**Aditi Singh Thakur (Indian Institute of Management Ranchi, India)**

Present study examined the effect of time perception on being exposed to information. This phenomenon is then used to explain how new experiences can help mindfulness and fulfilment. Studies on time perception in the past have suggested that a change in emotions or attention span can distort one's temporal senses. However, the brain's ability to learn through experiences has been neglected in related studies. Research expected that people tend to overestimate the duration of time flow when exposed to a higher degree of stimulus compared to them being exposed to fewer stimuli. The prowess of the participant's senses was diminished to reduce stimulus, and the extra stimulus was provided in the form of social media or information processing-intensive tasks. Participants were asked to perform a verbal estimation of the duration after executing both activities. The results showed that people tended to have hyperbolized both the duration of the stimulus and no stimulus. However, on comparing the results, the participants overestimated the stimulus duration by a high margin. It was also observed that some participants estimated the time duration nearly accurately with no stimulus. The concept of information expectation vs actual information involved in the perception of time had been used to further explain the findings of the present study. Lastly, the study's limitations had been figured, and suggestions had been provided for further study.

*Keywords:* mindfulness, fulfilment, time processing, information

**E03**

**LH**

## **PERMA Indicated Happiness Among Older Adults: As a Function of Self-perception of Aging**

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**Das Ambika Bharti (Central University of South Bihar, India)**

Perception of aging by older adults can have impact on their happiness and wellbeing. This study aims to assess psychological wellbeing as well as self-perception of aging among chronically-ill geriatrics. Further also to assess the impact of self-perception of aging on psychological well-being of this population. Correlational survey research was conducted with 64 chronically- ill geriatrics (age= 60 & above) drawn from Patna, Bihar using stratified random sampling technique. Self-report measures of PERMA- Profiler and Brief Aging Perception were used to assess psychological well-being and self-perception of aging respectively. Dimensions of self-perception of aging was found to be significantly positively associated with positive dimensions of psychological well-being and negatively associated with negative dimensions of psychological wellbeing. Further, self-perception of aging among chronically-ill geriatrics was found to have strong predictive value for psychological wellbeing and its dimensions. Findings advocate and call for timely intervention program for chronically-ill geriatrics groups to help them correct age-related stereotypical thoughts, and create positive self-perception of aging. So, that thoughts of having physical illness can be reduced and psychological well-being can be enhanced. Wellbeing and happiness is understood in terms of PERMA-profiler that conceptualized wellbeing in terms of five pillars such as positive emotions, engagement, relationships, meaning and accomplishment together with overall wellbeing, health, and happiness aspects. Wellbeing and SPA among chronically-ill geriatrics are generally understudied, which makes this study extremely important. Additionally, there has been very little research on SPA in Indian context that makes this study more significant.

**E07**

**LH**

## **A Global Level Study of Mental Health at Workplace: A Bibliometric Analysis from 2012-2022**

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**Utkarsh Nigoti (Indian Institute of Management Ranchi, India)**  
**Dr. Rajasekhar David (Indian Institute of Management Ranchi, India)**

Mental health is the state of mind wherein the individual can execute tasks/work more effectively and productively. Mental health at the workplace has gained a lot of consideration over a period and has gained more prominence during and post-COVID period. Lagging mental health at the workplace impacts individual lifestyle, habits, relationships, workplace productivity, and physical health. To have a detailed literature mapping on mental health a bibliometric analysis of the Scopus database published from the years 2012 to 2022 globally is conducted in this study. This will help to identify the publications of scientific documentation in this field and to analyze the type of documents published, authors, most cited authors, sources of the documents, and new studies in mental health at the workplace. Bibliometrix (R-tool) and VOSviewer were used for visual analysis. A total of 1470 documents were recovered from 2012 to 2022. There were 82 scientific productions in 2012, but by 2022 there were 241 scientific productions. Developed countries like Australia, the United Kingdom, the United States of America, Japan, Germany, and Sweden have more workplace mental health publications than other countries. The trend of publications on mental health has been increasing since 2012 in developed nations. However, developing countries' publications are very few. Hence, more publications to spread awareness about mental health in the workplace must be carried out in developing and underdeveloped countries. More scientific production on mental health in the workplace is required to bring more sensitivity and build awareness.

*Keywords:* mental health; workplace; depression; Biblioshiny R-tool

**E08**

**HW**

## **Strength Use and Deficit Correction Behaviour and Job crafting of Academicians**

**\*Tripti Kumari (Banaras Hindu University, Varanasi)**  
**Nishat Afroz (Banaras Hindu University, Varanasi)**

Workplace happiness is linked to actively utilising one's abilities and strengths at work. Although job crafting provides a framework for individuals to align their work with their strengths, correct deficits, and create a work environment that contributes positively to their overall happiness, Therefore, research regarding how academicians craft their jobs and how this relates to their strength use and deficit correction is necessary to understand the implications for their performance and meaningfulness of work. The study aimed to investigate the relationships between strength use & deficit correction and job crafting of academicians working in public universities. The study adopted a cross-sectional survey design with a convenience sample of 100 academicians from various disciplines and ranks in universities located in Varanasi, Uttar Pradesh. The results showed that job crafting and its dimensions had significant relationships with the strength use and deficit correction behaviours of academicians. Higher education institutions must invest resources to enable academicians to craft their jobs via a balanced strength- and deficit-based approach. This approach should be seen as more likely to make academics happy and satisfied, increase their performances, and sustain overall happiness. This study contributes to a holistic approach to enhancing employees' job-creating behaviour with their strengths and weaknesses related to strengthening their well-being and work-related outcomes.

*Keywords:* job crafting, strength use; deficit correction, academicians, university



**E11**

**LH**

## **Exploring Resilience and Psychological Well-Being among the Transgender Community in India**

**\*Aparna Nanda (Indian Institute of Management Bangalore, India)**

A transgender is someone who does not identify with the sex they were assigned at birth. In India, transgender persons were officially enumerated for the first time in 2011, but their gender identity and right to self-identify were recognized only in 2014. Procuring identity documents in their preferred names and self-determined gender identity, and stigma around disclosing transgender identity has resulted in misrepresentation and under-representation of transgender persons in national scale enumeration undermining their inclusion in development programmes and under-allocation of funds for their welfare. The resulting social, policy and healthcare exclusion leads to psychological stress. Studying the association between psychological well-being and resilience helps us design community-specific mental healthcare interventions and policies. A pilot study was conducted to study the correlation of resilience with the psychological well-being of the transgender community in India using primary data collected through an online survey operationalized through grassroot level organizations that touch the lives of transgender individuals every day. Utilizing psychological tools of PWB 20 (Mehrotra, 2019) and the Brief Resilience Scale (Smith et al., 2008) to measure psychological well-being and resilience respectively from a respondent sample of 60, it was found that resilience has a negative correlation with psychological well-being among the third-gender community. This is a counter-intuitive result, prompting further understanding of the underlying mechanisms. This study provides practical and policy implications to devise interventions for transgender communities to equip them with better coping strategies for a holistic integration with mainstream society.

*Keywords:* psychological well-being, resilience, transgender community, india, public policy

**E12**

**LH**

## **Comparing the Impact of Spiritual Intelligence and Emotional Intelligence on Happiness of Corporate Employees**

**\* Kritika Kumari (Central University of South Bihar)**

**Dr. Pawas Kumar (Central University of South Bihar)**

The purpose of this study is to examine the direct effect of spiritual intelligence and emotional intelligence on happiness of corporate employees collectively under one study. The study also aspires to examine the relative impact of spiritual intelligence and emotional intelligence on happiness. Applying the convenience sampling method, data were collected from 150 IT professionals from the Delhi-NCR region and forward regression analysis was employed using SPSS to test the hypotheses. Results suggest that spiritual intelligence and emotional intelligence have shown significant relationship with happiness. It was also observed that the findings remain consistent as per literature expectations, i.e., emotional intelligence has shown higher variation in happiness than spiritual intelligence. The findings can make employers understand that offering a workplace that promotes happiness and well-being of employees helps in opportunities that provides for both personal and professional growth. It will further have a significant impact on designing and guiding counselling practices, psychological theories, corporate strategies and training practices of IT employees in general. There is a dearth of research linking the relationship between spiritual intelligence, emotional intelligence and happiness of corporate employees in general and IT employees in specific. The current study also enhances the existing literature on spiritual intelligence, emotional intelligence and happiness by integrating "self-determination theory".

E13

HW

## **Happiness and Foggy Brain: How Long-Covid Brain Fog Affects Workplace Happiness**

**\*Suhani Kejriwal (Indian Institute of Management Ranchi, India)**  
**Dr. Arya S (Amity Institute of English Studies & Research, India)**  
**Dr. Allen Joshua George (Indian Institute of Management Ranchi, India)**

Long-COVID brain fog is a cognitive syndrome characterized by symptoms such as a “muzzy head” poor attention and concentration, slow and laborious thinking, and memory loss of recent events. While the literature suggests that it can adversely affect cognitive performance, there is limited evidence on how it impacts employees in the workplace. This study aims to explore the impact of long-COVID brain fog on employees workplace experiences, particularly their workplace happiness. The study employed a qualitative research design using criterion sampling and collected data from 10 participants. Initially, a brief questionnaire was administered to confirm that participants had symptoms of long-COVID brain fog. Subsequently, participants shared how brain fog affects their performance and emotions in the workplace through online forms and personal telephone interviews. Additionally, participants were asked to maintain daily journals for two weeks. Reflexive thematic analysis was employed for data analysis. The findings suggest a potential association of work duration, worktime flexibility, and long- COVID symptoms, with workplace happiness. Themes emerged encompassed the consequences of brain fog on participants personal, professional, and social lives; strategies for managing brain fog symptoms; and psychological responses to brain fog and its subsequent impact on workplace happiness. The study highlights the importance of addressing long-COVID brain fog symptoms among employees to create a happier and healthier workplace. Furthermore, the results underscore the need for further empirical research to develop effective strategies for managing brain fog. The study points out the demand for organisational involvement in prioritising workplace happiness, from different points of view including health, optimal functioning, and productivity of the employees, as well as work policies and work culture.

*Keywords:* workplace happiness, positive organisational psychology, brain fog, covid-19, organisational culture, work policies

**E14**

**HW**

## **Examining the Drivers and Ramifications of Teacher's Happiness: An Empirical Study**

**\*Akshara (Central University of South Bihar, India)**  
**Dr. Pawas Kumar (Central University of South Bihar, India)**

To examine the antecedents and consequences of teacher's happiness. Following the theory of Broaden and Build, the study yielded several noteworthy findings through application of AMOS-SEM. First, it established a clear link between emotional intelligence and happiness, demonstrating that individuals with higher EI tend to experience higher level of happiness. Next, the research delved into the influence of various personality traits on happiness, predicting both positive and negative associations. Third, the study shed light on the positive correlation between happiness and job performance, suggesting that individuals who are happier tend to excel in their professional roles. The findings of the study may prove to be productive for designing and guiding counseling practices, psychological theories and teaching policies. Although there are a handful of studies available on various antecedents of happiness and consequences of happiness separately but when it comes to studying them collectively under one umbrella, the literature is scant.

*Keywords:* happiness, job performance, job satisfaction, personality-traits, emotional intelligence

**E15**

**LH**

### **Emotional Intelligence and Quality of Life among Parents: Residence as a Moderator**

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**Dr. Dharmendra Kumar Singh (Central University of South Bihar, India)**

This study examines the relationship between emotional intelligence and quality of life among parents, with a focus on the moderating effect of residence area (urban, semi-urban, and rural). A comparative and correlational design was employed, and a purposive sampling technique was used to select 150 parents from the Uttar Pradesh and adjacent areas of Bihar. Data were collected using World Health Organization Quality of Life-BREF questionnaire (1995), and the Emotional Intelligence Scale' (2014). Emotional intelligence exhibited a statistically significant difference among parents residing in different areas but there is no significant difference was observed in the quality of life. Moreover, the study found evidence of residence area acting as a moderator in the relationship between emotional intelligence and quality of life. Specifically, the positive relationship between emotional intelligence and quality of life was more pronounced among parents living in urban areas compared to those in semi-urban and rural settings. This study help to highlighting emotional intelligence, and quality of life, the research provides an in-depth analysis of parents; psychological well-being. These results may guide mental health and counselling services so that parents get the assistance they need. Best of our knowledge, no study has been conducted on the parent's perspectives. Along with this, as we know, India has fulfilled with diverse demographic and culture structure but existing literature did not focus on that part so we fill this gap as well.

E17

HW

## **Evolving Trends of Happiness at The Workplace Owing to the Covid-19 Crisis**

**\*Aparna Singh (Indian Institute of Technology-BHU, India)**  
**Dr. Manhar Charan (Indian Institute of Technology-BHU, India)**

Historically, happiness was predominantly a concern of the affluent. However, recent lifestyle shifts, growing trends, and an emphasis on self-development have universalized the pursuit of happiness. This transition has been notably accelerated by the COVID-19 crisis, highlighting life's fragility and questioning the pursuit of material progress. Traditionally a subject of philosophical debate, happiness lacks a universal practical explanation due to its subjective nature and cultural dependencies. This paper aims to explore happiness within the context of the workplace, an area where the concept has been gaining traction. As work paradigms evolve, transcending disciplinary boundaries, happiness at work emerges as a relevant topic. Our approach includes reviewing articles and policies pertinent to the Indian workplace, and providing insights into how happiness influences employee productivity. The research reveals that happiness in the workplace is now an integral part of work culture, where job satisfaction extends beyond monetary compensation. Employee happiness significantly impacts performance, reflected not only in their work output but also in interpersonal relations. The findings suggest that workplace happiness is vital for the employee and the organization. In today's individualistic and globalized world, inner satisfaction and happiness are key drivers of productivity and organizational success. The originality of this study lies in its focus on the evolving concept of happiness within the workplace, especially in the context of the Indian work environment. By examining happiness as a major factor in employee productivity, the paper adds value to the discourse on workplace culture and employee well-being in the post-COVID era.

*Keywords:* happiness, workplace culture, covid-19, productivity, Indian work environment



E20

HW

## A Review on Work Engagement and Well-being: A Positive Psychology Perspective

**\*Monika Srivastava (Indian Institute of Technology Bhilai, India)**

Work engagement and well-being are vital components of a meaningful and productive life. In recent years, Positive Psychology has gained significant attention for its focus on human strengths, flourishing, work engagement, and well-being in general. This article delves into the connections between work engagement and well-being within the framework of positive psychology, emphasizing the importance of understanding and fostering these constructs in the workplace. To see the impact of work engagement on well-being within the ambit of positive psychology. Major databases of Web of Sciences, Google Scholar, Jstor, Science Direct, EBSCO, PubMed, and the Academy of Management database were searched with specific keywords. According to the research aim, only those papers that met the inclusion criteria were selected. Theoretical models like the Job Demands-Resources Model and Self-Determination Theory provide a solid foundation for understanding how work environments and individual characteristics impact these constructs. Empirical evidence underscores the importance of positive emotions, strengths-based approaches, and mindfulness in fostering work engagement and well-being. By implementing practical strategies informed by positive psychology, organizations can create workplaces that promote productivity and the flourishing of their employees. The implications underscore the practical benefits of integrating positive psychology principles into workplaces. Organizations can enhance engagement and well-being by promoting job crafting, autonomy-supportive leadership, and mindfulness programs. These strategies offer a dual advantage: improving individual well-being while increasing organizational productivity, making them valuable tools for fostering flourishing workplaces.

*Keywords:* work engagement, positive psychology, well-being, happiness

E21

LH

## Somaesthetics of Bodies in Motion: The Pleasures of Navigating the City

**\*Dhriti Shankar (Indian Institute of Technology Kharagpur, India)**  
**Dr. Priyadarshi Patnaik (Indian Institute of Technology Kharagpur, India)**

The pleasure of moving within the urban space connects with ways of knowing the space. The moving bodies navigate urban spaces as an everyday praxis, producing spatial knowledge through various pleasures stemming from movement. The somaesthetic mode of inquiry sheds light on the moving body's pleasure that emerges from the intrinsic relation within bodies, thoughts, and feelings that define our totality. The soma's desire for movement crack opens the city through various categories of urban navigation that start acting as important epistemic conduits of negotiating urban spatial value. Through movement, the soma's self-making processes can evolve in two directions — one involving pre-existing self-knowledge as pertinent in the case of intentional movements, and the other involving self-discovery occurring through accidental effects/experience of movements. Using somaesthetics as a key critical lens, we undertake case studies to map urban spatial knowledge as a direct consequence of pleasure derived from moving through spatial channels of one's choice. Brief interactions of somas with urban spaces through movement become indispensable avenues for gathering a partial but panoramic opinion about the city, to the extent that "knowing a place" is often a byword for effectively navigating through the space. Modern-day desire for urban explorations can prove to be tamed versions of exploring with a claim to capture, control, and understand the urban landscape. This paper explores the efficacy of somaesthetics as a novel lens to arrive at a conceptual framework for addressing the soma's psychological impetus behind deriving pleasure from "discovering" or "knowing" the city through movement.

*Keywords:* urban navigation, somaesthetics, bodies in motion, self-making, spatial value, pleasure and knowledge

**E23**

**LH**

## **An Exposition of Happiness in the Context of Positive Psychology and Indian Psychology**

**\*Nantu Shaw (Indian Institute of Technology (ISM), Dhanbad)**  
**Sathya Narayana Sharma (Indian Institute of Technology (ISM), Dhanbad)**

As Julian Huxley (1974) has stated in his book- ‘Evolution: The Modern Synthesis’, the primary mode of human evolution has been changing from organic to psychosocial. The focus of psychosocial evolution is more on human progress. The future of human beings is the future of progressive evolution and that needs to be guided by a deliberate purpose and a sense of happiness. If happiness is considered as a state of mind, it may be universal but its meaning is complex and ambiguous. Because of its complexity and ambiguity, the conceptualisation of happiness has differed across positive psychology and Indian psychology, as derived from classical vedantic thoughts and practices. Positive psychology majorly focuses on self-cultivation and psychological intensification, impelled by a materialistic worldview; whereas, the vedantic concept of subjective well-being emphasizes on attainment of ānanda (bliss) through a holistic individual emancipation, where happiness is considered to be the very intrinsic quality of the self. In the present theoretical study, we establish the intersection between positive psychology and Indian psychology in the context of happiness. The study emphasizes the difference between sukha and ānanda and their correlation with concepts in positive psychology. We also attempt to make the concept of happiness richer by adopting a holistic approach by integrating the empirically-studied human phenomena of positive psychology with the self-realization driven wisdom of vedantic philosophy. Enriching the concept of happiness by incorporating Vedantic wisdom will have implications for conceptualizing and developing various interventions that can improve human wellbeing. The study neither overemphasizes nor understates any of the contexts from two different schools of thoughts but fosters the integration better.

*Keywords:* positive psychology, Indian psychology, happiness, ānanda, vedantic philosophy

**E26**

**LH**

## **Exploring the Association of Time Affluence and Mindfulness among University Students**

**\*Ujjwal Manoj (Central University of Karnataka, India)**  
**Dr. John Romate (Central University of Karnataka, India)**  
**Julia Grace Jacob (Central University of Karnataka, India)**  
**Dr. Allen Joshua George (IIM Ranchi, India)**

Time affluence which includes a core understanding of time wealth as having sufficient time without feeling hurried or pressed for time is a topic that is gaining research interest today. Although existing literature have evidently shown that time affluence and mindfulness are related and that a mindfulness intervention like brief MBSR could enhance the time affluence of participants there is a significant lack of theoretical understanding of how a mindfulness intervention enhances the time affluence or the factors that are contributing to this enhancement. The present study tried to accomplish this by interviewing 10 participants out of 30 university students, who underwent an eight-day mindfulness intervention of Mindfulness Based Eudaimonic Enhancement Training (MEET). Extreme case purposeful sampling was used to select the ten participants based on their scores on time affluence measured using eight items of Material and Time Affluence scale. The interview was audio recorded and transcribed and the themes were generated using thematic analysis. The major themes generated were Goal oriented behaviours (sub-themes include Adequate working, proactive goal orientation and Readiness) Enhanced awareness and Positive affect. The research has shown that mindfulness as reported by the participants helped them in enhancing their efficiency of work, improving their awareness about the available time as well as enhancing their positive affect, all contributing to an enhancement in their time affluence. Time poverty is found to create a cognitive overload. Since time is an important resource influencing the wellbeing, task outcome, mindfulness as well as flow state of individuals, positive psychological interventions could possibly include time affluence to enhance its positive outcomes. Also, further research could focus on developing interventions specifically for improving one's time affluence touching on the findings of the current study.

*Keywords:* time affluence, mindfulness, thematic analysis, university students

**E27**

**HW**

## **Mindfulness And Energy at Work Amongst Frontline Restaurant Employees**

**\*Dr Kerwin Savio Nigli (Christ University, India)**  
**Tanya Smith (Christ University, India)**

The research study aims to establish a relationship between Mindfulness and Energy at work amongst frontline restaurant employees in Bengaluru, India. The study provides an overview of theoretical foundation of mindfulness and energy at work. The sample includes the frontline employees of restaurants in Bengaluru. Data was collected through a questionnaire. The respondents state of mindfulness was measured using the 15-item FFMQ and energy at work was measured using the 14-item Relational Energy Scale. The findings of the study contribute to Human resource management and practices as a whole efficiently, in restaurants while it mainly focuses on employee retention, employee attrition, employee performance levels, their happiness and well-being. The implications of the findings are discussed with regards to how frontline restaurant employees are energised at work being mindful. This is the first study to examine the role of mindfulness on energy at work amongst the frontline employees in restaurants.

*Keywords:* mindfulness, energy at work, restaurants, frontline employees

**E29**

**HW**

## **Impostor Syndrome: The Sneaky Flow State Saboteur!**

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**Jatin Pandey (IIM Indore, India)**  
**Amit Deo Kodwani (IIM Indore)**

The state of flow is accompanied by fully immersing oneself in the activity or task. It refers to the complete absorption in the current task. Previous research suggests a link between various personality styles and individual's flow state (Ullén et al., 2012). The research suggested that flow state is positively associated with conscientiousness (Ullén et al., 2012). However, the current literature is limited in understanding the pathway of this linkage. The current study proposes an indirect link between individual's personality and flow state via impostor syndrome. We propose that individual's personality will be negatively associated with impostor syndrome and positively with flow state. The sample consisted of 203 students pursuing management from premier business school of India. The results were collected at two time periods within a gap of one week. We used Model 4 of Process Macro for the analysis of the data. The results suggest that two personality traits were significantly related to flow state- extroversion and conscientiousness. The results supported direct and indirect path between personality trait (extroversion and conscientiousness) and flow state via impostor syndrome. The results extend the literature on personality and flow state while suggesting that even when one's personality will make it easier for individuals to stay in the flow state, if in that situation they suffer from impostor syndrome, it would hamper their state of flow and hamper the positive outcomes (such as psychological well-being and engagement (Steele & Fullagar, 2009)).



**E32**

**HW**

## **A Systematic Review of Workplace Happiness: Its Causes and Consequences**

**\*Roli Yadav (University of Lucknow, India)**

The state of being content is the essence of happiness, which is characterized by positive mindset, well-being, and good mood. Happiness at work, which refers to an employee's enjoyment of their tasks, pride in their performance, and positive interactions with colleagues, is associated with improved performance and positive work experiences. However, there is currently a lack of strong theoretical or conceptual foundation for understanding happiness in the context of organizations. To create a framework for workplace happiness, two elements—the external work environment and internal mental mapping—are relevant. A comprehensive analysis of individual happiness should take into account factors such as job satisfaction, work engagement, and workplace relationships. Given the numerous benefits of happiness, it is crucial for both individuals and organizations to prioritize employee well-being and happiness. Several studies have investigated the impact of positive psychology on happiness, with most focusing on people's general happiness from an external perspective. In order to achieve optimal performance at work, organizations must also prioritize the intrinsic happiness of their employees in the future. This study examines the meaning, causes, and consequences of workplace happiness using research from the field of positive psychology.

*Keywords:* workplace happiness, job satisfaction, employee engagement, psychological wellbeing, subjective well-being, workplace relationship

**E33**

**HW**

## **The Impact of Virtuous Organizational Practices on Flow at work among Kitchen Employees in Bengaluru**

**\*Kerwin Savio Nigli and Dishanth BK (Christ University, India)**

Recognizing chefs as artists, we investigate the connection between workplace practices and the transformative state of flow. This research simplifies the complex dynamics in the culinary domain to understand their impact on employee satisfaction and performance. Employing a quantitative approach, this study encompasses kitchen employees at various levels within both hotels and standalone restaurants in Bengaluru. A diverse sample ensures a comprehensive understanding of the organizational dynamics. Rigorous data collection methods have been used to capture the essence of virtuous practices, examining their correlation with the state of flow. The research finds the direct impact of virtuous organizational practices on the state of flow among kitchen employees. The study identifies specific organizational elements that contribute significantly to the immersion experienced by kitchen employees, ultimately enhancing their overall well-being. The implications of this research extend beyond the kitchen, offering valuable insights for human resource management in the hospitality industry. By understanding how virtuous practices correlate with employee well-being and performance, organizations can innovate their approaches to optimize the working conditions, leading towards greater opportunities and enhancing the efficiency of the chefs. This study adds a unique dimension to existing research by focusing on the specific context of kitchen employees in Bengaluru. By examining the relationship between virtuous organizational practices and flow at work, the research contributes original insights that can reshape human resource management strategies in the hospitality industry.

E34

LH

## Changing Emotions in Epics: An Exploration of The Ramayana and The Mahabharata through Sentiment Analysis

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**Dr. Priyadarshi Patnaik (Indian Institute of Technology Kharagpur, India)**  
**Dr. Sudip Misra (Indian Institute of Technology Kharagpur, India)**

Emotions play a key role in literary texts, and especially epics, which deal with grand emotions. Anandavardhana, the tenth century aesthetician comments that The Ramayana is essentially about Karuna (pathos) while The Mahabharata is about Santa (repose) in the context of the analysis of their aesthetic emotions. While Hinduism resonates with the epics and the wide range of emotions that they evoke and resolve, and some work explores the play of sentiments through sentiment analysis, especially in The Mahabharata and The Gita, a comprehensive exploration of the nuanced play of emotions from chapter to chapter, from canto to canto through sentiment analysis is not available. Moreover, there are striking similarities between the two epics, especially in terms of the early lives of the protagonists, their life in the forest (vanavasa) and the wars that are fought. In this research paper, we show interesting patterns of similarities and differences (a) across the texts as they progress to their resolutions, and (b) between the two texts in terms of how similar themes are addressed differently in terms of the emotions they evoke. We do so by implementing various analytical methods based on a combination of natural language processing, sentiment/emotion analysis and social network analysis methods. The methodology is found to hold promise for exploring traditional texts and cultural expression of emotions in historical contexts which traditional analysis may not be able to capture effectively. One of our key findings is the pattern of significant changes in the sentiments of epic stories when compared across different Parvas and Kandas viz., Bala Kanda, Ayodhya Kanda, Yudh Kanda, and Adi Parva, Drona Parva, Bhishma Parva, Karna Parva, Sauptika Parva, Shalya Parva and Stri Parva. The methodology is found to hold promise for exploring traditional texts and cultural expression of emotions in historical contexts which traditional analysis may not be able to capture effectively. Though there is some work that explores the play of sentiments through sentiment analysis, especially in The Mahabharata and The Gita, but a comprehensive exploration of the nuanced play of emotions from chapter to chapter, from canto to canto through sentiment analysis is not available. So this is very much original in its idea and approach.

*Keywords:* epics, sentiment analysis, emotions, Ramayana, Mahabharata

**E35**

**LH**

### **Relationship between Mindfulness, Psychological Capital and Student Engagement in University Students**

**\*Shalet Rose Benny (Central University of Karnataka, India)**  
**Romate John (Central University of Karnataka, India)**

Student engagement is essential for academic success, and psychological capital (PsyCap) is an important factor that influences it. PsyCap includes self-efficacy, hope resilience and optimism, and mastering it improves academic and professional performance. Mindfulness can also increase student engagement by making them more aware of learning situations. Practicing mindfulness improves attention, control, and wellbeing which are positive indicators of student involvement. The present study is aimed to investigate the relationship between psychological capital, mindfulness, and student engagement among students of Central University of Karnataka, India. A total of 151 participants were selected using simple random sampling method and completed measures of psychological capital, mindfulness and student engagement using Psychological Capital Questionnaire (Luthans et al., 2007), Friedberg Mindfulness Inventory (Buchheld et al., 2001) and Student Engagement Inventory (Appleton et al., 2006). Pearson's product moment correlation was done and the findings revealed a positive relationship between all the three variables. The higher the mindfulness and psychological capital of students, the higher will be their student engagement. This suggests that interventions that focus on cultivating mindfulness and psychological capital may be effective in promoting student engagement and academic success. The present study has provided valuable insights into the relationship between psychological capital, mindfulness, and student engagement among students in Central University of Karnataka, India. The findings can aid universities and policymakers in creating programs to boost psychological capital and mindfulness among students, resulting in better student engagement and success.

**E37**

**SH**

## **Understanding the Determinants of Happiness Among Young Adults**

**\*Gauri Sharma Purohit (Christ University, India)**  
**Dr. U.K Kamathenu (Christ University, India)**

Happiness as an enduring state of mind consisting not only feelings of joy, contentment and other positive emotions, but also of a sense that one's life is meaningful and valued. With the rapid development in the field of technology, it has become important to focus on the influence of technology, especially internet on individuals. Most of the students are quite dependent on internet for various reasons and it has a significant impact on their lives. The objectives of this research was to study the relationship between happiness, internet addiction, social influence and loneliness among young adults. It also identifies the contribution of internet addiction, social influence and loneliness in determining the happiness among them. In order to study this, a sample of 200 young adults between the age group of 18-26 years were selected from various universities across Bangalore, Karnataka, using Purposive sampling method. Correlational research design was followed. The method of data collection was through survey. The personal datasheet and standardized instruments were used to measure happiness, internet addiction, social influence and loneliness among young adults. The data collected were analyzed using correlation and regression. The results indicated that internet addiction and loneliness had a negative correlation with happiness whereas social influence and happiness exhibit a positive correlation. This study uniquely explores the complex interplay between happiness, internet addiction, social influence and loneliness among young adults, filling a critical gap in existing psychological research by providing integrated insights into these interrelated factors.

*Keywords:* happiness, internet addiction, loneliness, social influence, young adults

**E38**

**TH**

## **Do Exams and Fests Affect College Students' Emotions? A Case Study Using Sentiment Analysis Approach on Social Media Data**

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**Aman Sagar (Indian Institute of Technology Kharagpur)**  
**Jalaj Nayan (Indian Institute of Technology Kharagpur)**  
**Priyadarshi Patnaik (Indian Institute of Technology Kharagpur)**

College students often experience academic stress, while a rich cultural life offers opportunities for socialization, celebration, and stress relief. These experiences are expected to be reflected in social media interactions. However, few studies have explored the direct impact of stressful or celebratory events on students' moods using sentiment analysis. This study employed sentiment analysis to assess mood shifts among college students during stressful (examination) and celebratory (fest) events. Social media data from students at a premier Indian academic institution was analyzed during an examination and a fest. Mood shifts were compared across genders and course levels. Mood shifts were observed during both events, with more negative sentiment during the examination and more positive sentiment during the fest. Female students and undergraduate students exhibited stronger mood shifts. Sentiment analysis of social media data can provide insights into student mood shifts during stressful and celebratory events. These findings may inform interventions to support student well-being. This study provides a novel application of sentiment analysis to examine student mood shifts in response to stressful and celebratory events. The findings have implications for understanding student well-being and developing interventions to support students.

*Keywords:* sentiment analysis, college students, emotions, social media, stress



**E39**

**LH**

### **The Happiness Mantra**

**\*Litty Lucia Simon (St. Joseph's HSS, India)**  
**Shummy Lawrence (St. Joseph's HSS, India)**  
**Manu S S (St. Joseph's HSS, India)**

The research objectives of the present study are 1) reasons behind the inconsistency of happiness in human beings and 2) the importance of the happiness index in relationships. The methodology used is face-to-face/focus group surveys, counseling, and training sessions. The main points are happiness is transitory while melancholy is consistent (physical dimension); sadness sustains when the sense organs are more focused on perceiving the materialistic pleasures that have limited time, space, and existence. The soul dimension is the sense organs be associated with finding happiness for the soul, to sustain deeper and meaningful existence; 'No Risk No Magic' - Happiness depends on the choices we make and the way we endure the consequences of those choices and taking risks shall fetch more happiness than forcefully pursuing the usual social norms to satisfy others than oneself. The parameters of happiness at various stages of life: My food factory (Early Childhood); The Butterfly followers (Later Childhood); The band of honey bees (Adolescence); The honeymoon flavour (Early Adulthood); The Pyramid Climber (Later Adulthood); The bathroom singers (Senior Adulthood); The Memory kaleidoscope (Old Age). The 'Lakshman Rekha' of Happiness in Relationships: A general concept on proximity among people based on various factors they share. The Happiness Mantra of Education: Each child is unique and has every right of personal choices. The learning process should include elements that sustain the happiness index. The implications of the study are pursuing the wellbeing of soul through the sense organs, restructuring lifestyle that highlights the happiness index.

**E40**

**SH**

## **The Impact of High and Low Arousal Videos on Perception of Musical Emotions: Happy, Sad, Anger and Fear**

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Mood induction studies have shown the implications of individuals' mood states on their perception of intensity of emotions in music clips, especially happy. They indicate the significance of emotion priming in moderating the perception of emotions. However, the impact of arousal, especially after the induction of high or low arousal through videos, on perception of emotions in music is an area that has not received sufficient attention. Against this background, the aim of this study is to look at perceived musical emotions through a dimensional approach, focusing on the impact of arousal levels on emotion identification in musical clips. Short (about 3 minute) video clips were shown to 30 participants for of either high or low levels of arousal and after each arousal inducing video the participants were asked to rate the perceived emotion for one happy or sad (previously validated by experts) music clip in a 5-point Likert scale. The participants were divided into two groups - for one group, the high arousal inducing videos were followed by happy music and the low arousal inducing videos were followed sad music, and the opposite combinations were given to the other group. Each of the arousal induction-emotion rating tasks were separated by logical or mathematical tasks to eliminate the sequential arousal retention effect. Results suggest significant difference in perception of music emotions for the high and low arousal conditions. It is expected that the work will provide insights into the impact of arousal emotion perception.

*Keywords:* emotion, arousal, music, induction and perception

**E42**

**HW**

## **Factors Influencing Flow at Workplace: A Study on University Faculties in Bangalore**

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**Dr. U. K. Kamathenu (Christ University, India)**

Flow is a mental state characterized by complete immersion, involvement, focus and enjoyment while performing an activity. Experiencing flow at workplace aids in achieving professional goals while also enabling organizational development and personal growth. Though various kinds of factors, both internal and external have a bearing on the degree of flow experienced by an individual, yet the flow experienced by a person is greatly influenced by internal factors. This study focuses on the influence of grit, self-efficacy and resilience on flow among university faculties. Grit demonstrates passion and perseverance towards a goal, self-efficacy is one's belief in his or her own capacity and resilience is successfully adapting to challenging life experiences. The objectives of the research are to study the relationship between flow, grit, self-efficacy and resilience. It also identifies the influence of grit, self-efficacy and resilience in predicting flow among university faculties. By using Purposive sampling method 100 faculties aging from 28 – 50 years in Bangalore were identified. Correlational research design was followed. Data was collected by survey using standardized tools. The data was interpreted and analysed using statistical techniques regression and correlation. Analysing the obtained data revealed that all the independent variables significantly correlated with flow. As a whole these variables fit into the regression model but individually grit and team resilience did not. This could be due to some external factors. This study is an initial effort to understand the relationship and impact of the said internal characteristics on flow at the workplace. It can be extended with a higher sample size and intervention studies to understand flow at work in a finer way thereby enhancing organisational and personal growth.

*Keywords:* flow, grit, self-efficacy, resilience, workplace, university faculties

**E43**

**HW**

## **Happiness Indicators and Its Linkage with Teacher Effectiveness in Higher Education**

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**Dr Dhiresh Kulshrestha (Chitkara University)**  
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In today's world, people deal with stress affecting their well-being. The PERMA framework, focusing on Positive Emotion, Engagement, Relationships, Meaning, and Accomplishment, is recognized for enhancing well-being. This research explores these elements, offering practical suggestions for institutions to implement PERMA-based programs and improve the well-being of their communities. This study examines how happiness influences academic effectiveness in Higher Education Institutions (HEIs), using the Teacher Effectiveness Scale. Before the main study, feedback from 10 experts and a pilot study with 50 academics were conducted to ensure questionnaire reliability. The reliability of the questionnaire was verified through Cronbach's alpha values. The paper introduces a conceptual model, revealing a noteworthy positive correlation between happiness and teacher effectiveness. These findings strongly indicate an opportunity for Higher Education Institutions (HEIs) to develop policies centered around PERMA-based happiness interventions, thereby enhancing academic effectiveness. This research will help HEIs to frame policies on PERMA based happiness interventions to boost teacher effectiveness. The lack of studies on happiness interventions and teacher effectiveness in higher education highlights a critical research gap, emphasizing the need for exploration and potential insights to derive effective interventions in this area.

**E44**

**LH**

## **In Pursuit of Happiness: A Contemporary Interpretation of Dependent Origination**

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**Piyush Kumar (LM Thapar School of Management)**

**Varsha Rani (Sarvodya Co Ed Sr Sec School)**

The article attempts to examine the venerated Buddhist concept of “Dependent Origination”. We purposefully avoid the birth rebirth aspects intertwined in the traditional special theory of dependent origination. It is thus, a novel interpretation of the concept. One of the goals of the examination is to qualitatively explore the causes and the conditions behind the intermittency, the impermanence and the cessation of happiness. It is then proposed that the elimination of the conditions and the causes may not only negate suffering but may also enhance the degree of happiness. The article takes a simpler yet contemporary view of happiness rather than more abstruse and abstract meaning of happiness as taken by the thinkers of different Indian schools of philosophy. We start with nescience as the root which is exactly the same epistemological position traditionally taken by commentators. We then explore the formative and the consciousness conditions. We then somewhat depart from the traditional interpretation by exploring name/form as Freudian concept of ego. Sense organs, contact, feeling, craving and appropriation are interpreted cognitively under certain socio psychological context. Existence and birth are interpreted with novelty without adhering to the birth and rebirth connotations. We thus re-establish the chain of causal and conditional linkages from the nescience leading to suffering or lack of happiness. Finally, a comparative of the study is presented vis-à-vis other Indian and western philosophical positions. In conclusion, the article presents a proposition that Buddhism, in current context, offers means to enhance the periods and degree of happiness for all.

*Keywords:* Dependent Origination; Happiness; Ego; Causality; Conditionality; Self-Identity

**E45**

**LH**

## **Savouring Sustainability – Harnessing the Power of Food and Green Mindfulness**

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**Sona Maria Jojo (Christ University, Bangalore)**

**Vaishnavi Chhetri (Christ University, Bangalore)**

In recent times, the heightened concern for adopting a health-conscious dietary regimen has led to the scholarly focus on the intertwined realms of mindful consumption, specifically mindful eating, and ecological awareness termed green mindfulness. Mindful eating entails a deliberate and non-judgmental attentiveness to the sensory dimensions of food, emphasizing an intentional and heightened awareness of what, why, and how much one consumes. The study discusses “green mindfulness” which blends being mindful (paying close attention) and caring for the environment. It means thinking about how our food choices impact the planet, considering where the food comes from, how it’s made, and its effect on nature. The study shows that when we pay careful attention not only to how we eat but also to how our food choices affect the environment, we make better decisions. These decisions are good for both our health and the environment. It’s like a double benefit, where we take care of ourselves and the Earth at the same time. Being aware of what we eat and its ecological impact can help us choose foods that are not only good for us but also sustainable for the planet. It critically examined existing research methods and identified significant challenges and limitations. These limitations highlight the need for improved methodologies in future research. The paper concludes by discussing these challenges in depth and presenting valuable recommendations for guiding future work in this field. The study emphasizes the importance of addressing these methodological shortcomings to enhance the quality and rigor of future research, thereby advancing our understanding of the subject matter.

*Keywords:* green mindfulness, food, technological impact, eating habits, challenges faced

**E46**

**LH**

## **Mindful Pottering and Time Affluence among Students: A Qualitative Investigation**

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**Harshita Rao (Indian Institute of Management Ranchi, India)**  
**Vidhi Singh (Indian Institute of Management Ranchi, India)**  
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**Allen Joshua George (Indian Institute of Management Ranchi, India)**

Pottering or engaging in ordinary and low-stress activities in an un-hurried way, is found to be associated with relaxation, happiness, and well-being. When combined with mindfulness or ‘the non-judgemental awareness of the present’, it results in mindful pottering with the added component of ‘intention’ in pottering. The current study aimed to explore the positive outcomes of mindful pottering among amateurs with no history of formal mindfulness practice, particularly its impact on time perception. Using introspection and a daily journal to record the daily mindful pottering activities, five of the investigators-cum-participants have observed their pottering activities for two weeks. Along with listing out mindful pottering activities, participants have also noted the time spent for each pottering activity and corresponding perceived time. Level of happiness in a single-item 10-point Likert scale was also recorded daily. The study adopted convenience sampling. One of the investigators who did not take part as a participant has analysed the data using reflexive thematic analysis. Data was also analysed to represent the findings visually. The results indicate the impact of mindful pottering on time affluence and level of happiness as it enhanced metacognitive awareness of time and how it is spend. Further, mindful awareness of the physical sensations and psychological response of relaxation contributed to a sense of happiness, well-being, and improved time affluence. Mindful pottering is apparently an effective tool as an informal mindfulness practice that can be incorporated in daily life for better time affluence and concomitant outcomes.

*Keywords:* pottering, mindfulness, positive psychology, time affluence, happiness, informal mindfulness practice



**E47**

**CH**

### **An Empirical Study to Identify Experiential Marketing Facets for Customer Delight**

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**Dr. Ashwini Sharma (Institute of Management - JK Lakshmipat University, Jaipur)**

Experiential marketing has been defined as the variety of means to allow customers to experience the product or service and get knowledge of the product and create brand imagery and feeling, to promote sales and loyalty (Bernd H. Schmitt, 1999). This paper explores important outcomes of experiential marketing, which help in brand building and result in customer satisfaction and delight. Experiential marketing dimensions were analysed, through primary data collection in Jaipur city. The analysis of data involved three phases - phase one focused on identifying the internal consistent of construct. The outcomes of experiential marketing were explored using exploratory factor analysis in phase two. In phase three, the outcomes were later confirmed and validated using confirmatory factor analysis. The questionnaire was administered to 300 respondents. AMOS was used to analyze the data. Result of the study shows that experiential marketing helps in enhancing shopping experience and decision, brand image and loyalty, positive sensory effect, customer attitude, and customer delight. The study provides important experiential marketing outcomes which help in brand building in order to please the customers by providing excellent customer satisfaction. This study is, taken up to understand experiential marketing outcomes in Jaipur city and how these factors have an impact on brand building. This paper explores important outcomes of experiential marketing, which help in brand building and result in customer satisfaction and delight.

**E48**

**HW**

## **Study on the Causal Relationship Between Values and Happiness**

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The key to happiness is living in alignment with individual's values and finding fulfillment. Values are beliefs that influence people's behavior and decision-making. Hence, this research seeks to explain the significance of life value systems on individual happiness in Indian context. The current study follows a mixed method research design. The research approach includes focus groups to explore the concept, understanding and impact of value systems on happiness. This was followed with quantitative study using standardized and validated instruments. Statistical tools were considered for analysis with the help of SPSS. Furthermore, the results were triangulated to arrive at a comprehensive understanding of variables considered for the study. The study attempts to identify the influence of values on happiness of individuals. It focusses on the issues related to early conditioning leading to development of values systems and its impact on happiness. Findings also explore the role of external environment inculcating value systems among individuals during the developing years and its influence on perceived individual happiness. This study evaluates the values systems of individuals and self-reported happiness. It attempts to understand the correlation of different life values with happiness. This will enable the researchers, academicians, practitioners, guardians, and individuals to focus on life values that correlate with individual happiness. The study of value systems and its impact on happiness of an individual is primary focus of the study. The attempt is to explore this relationship and lay emphasis on how values imbibed make a difference in an individual's happiness.

*Keywords:* value systems; happiness; behavior; human psychology; mixed method

E58

TH

## Internet Addiction, Authentic Happiness, and Hope Among College Students

**\*Mr. Stephen Samuel (Christ University)**

A person's capacity to find delight in actual relationships and interpersonal interactions is typically compromised by internet addiction, which often causes a separation from real-life experiences. This has increased worry about internet addiction and its possible adverse impacts on college student's mental well-being and academic achievements. There an increase in AI has made students dependent on using it more. The study focuses on understanding the relationship of these variables. The study was conducted using the Internet addiction scale by Young, the Authentic Happiness Scale by Seligman, Steen, Park & Peterson, 2005, and the State Hope Scale 2002 by Snyder et al. The sample was 150 UG students aged 17 to 20 years and the correlational and between-group design was used. The result suggests that a greater degree of internet addiction is associated with decreased levels of pleasure and optimism. It often encourages comparison and a constant search for external validation, which may undermine self-esteem and feelings of happiness with oneself. Furthermore, an excessive amount of time spent using screens may decrease the amount of physical exercise, resulting in a sedentary lifestyle that has a detrimental effect on both physical and mental health. Ultimately, this can damage one's happiness and overall contentment with life. This will promote resilience, positive psychology, digital health, and adaptive coping skills and study how these improve happiness and hope despite heavy internet use. giving insights to enable personalized interventions, policies on education, and support systems to improve academic student well-being.

*Keywords:* internet addiction, authentic happiness, hope, mental health, and Undergraduate students

E59

TH

## Subjective Wellbeing in Hybrid Workplace: Role of Autonomy in the Information Technology Industry

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The extensive literature review of autonomy in work affirms its significant and influential role in predicting employee wellbeing. However, with the advent of COVID-19 and rapid technological advancements, the workplace landscape has undergone a profound transformation in recent years. As industries have become critically attuned to adopting the hybrid way of working, interest in the impact of this workplace has surged. Despite its increasing prevalence, there is no established scale for measuring the degree of autonomy employees experience in the hybrid model, limiting potential investigation on its impact on employees' subjective wellbeing. Therefore, this study has developed and validated the Autonomy in Hybrid Work Scale (AHWS), enabling researchers and practitioners to explore its implications systematically following the DeVellis scale development process. The analysis revealed 18 items comprising four distinct dimensions: (a) location autonomy, (b) time autonomy, (c) scheduling autonomy, and (d) decision-making autonomy. Further, the moderation analysis by Process Macro was tested to find the influence of autonomy on the relationship between job demands and subjective wellbeing of IT employees based on the job demand control theory. The result revealed 33.23-degree variance in the model's association establishing evidence on the significance of autonomy provided by the organizations. Moreover, the scale is expected to fill the gap in the literature and has the potential to stimulate additional empirical studies about this alluring construct.

*Keywords:* subjective wellbeing, scale development, autonomy in hybrid work, job demands, information technology industry

## **IIM Ranchi**

Indian Institute of Management Ranchi is a leading management institute located in Ranchi. Established in 2009, IIM Ranchi has quickly gained recognition for its academic excellence, multiple programs, and impressive placement records. The institute now operates from its new state-of-the-art main campus at Prabandhan Nagar, Ranchi. The calm, serene, academic ambiance of the campus and its lush green surroundings are highly conducive to study, reflection, and learning. IIM Ranchi has extended its horizon and has opened a satellite campus in Hyderabad dedicated to executive education. IIM Ranchi has recently drafted a strategic plan known as IIMRanchi@2030, which focuses on education, impactful research, social impact, and international collaboration to guide the growth of the institute.



## **Rekhi Foundation**



Rekhi foundation for Happiness is a non-profit trust started by Satinder Singh Rekhi and his wife Harpreet Rekhi in 2016 in California, USA. Rekhi family is firm believer that empowering women is the key to a happier and healthier world. The foundation aims to expand the practice and knowledge of “Happiness Science and Positive Psychology” through setting up happiness centres in various universities.