

**PSYCHOSOCIAL WELLBEING AMONG WORKING YOUNG
ADULT AT VENGHLUN LUNGLEI, MIZORAM**

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Submitted by

ESTHER.B.LALHLIMPUII

BSW V-SEMESTER

Roll No. 2123BSW002

Supervisor

GRACY LALRINFELI FANAI

Higher And Technical Institute, Mizoram (HATIM)

Department of Social Work

Kawmzawl Lunglei-79670

CERTIFICATE

This is to certify that the research in '**Psychosocial Wellbeing among working Young Adults at Venghlun, Lunglei**' submitted by Esther.B.Lalhlimpuii for the partial fulfilment of the Bachelor of Social Work is carried out under my guidance and incorporates the student's bonafide research and this has not been submitted for any award for any degree in this or any other university or institution of learning.

Date: 30th October, 2023

Place: Lunglei



(R. LALLIANZELA)
Head of Department
Higher and Technical Institute, Mizoram



(GRACY LALRINFELI FANAI)
Supervisor
Department of Social Work
Higher and Technical Institute, Mizoram

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CHAPTER - 1

INTRODUCTION

I. Introduction

Well-being is something sought by just about everyone because it includes so many positive things —having good mental health, feeling happy, healthy, socially connected, high life satisfaction, a sense of meaning or purpose, and the ability to manage stress. Well-being has been defined as the combination of feeling good and functioning well; the experience of positive emotions such as happiness and contentment as well as the development of one's potential, having some control over one's life, having a sense of purpose, and experiencing positive relationships. It is a sustainable condition that allows the individual or population to develop and thrive. The term subjective well-being is synonymous with positive mental health. The World Health Organization defines positive mental health as “a state of well-being in which the individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community”. This conceptualization of well-being goes beyond the absence of mental ill health, encompassing the perception that life is going well. Diener et al. (1999) extend the definition of wellbeing even further by defining wellbeing as subjective (thus the term subjective wellbeing, {SWB}) more specifically as consisting of three essential interrelated components: life satisfaction, pleasant affect, and unpleasant affect.

Well-being has been linked to success at professional, personal, and interpersonal levels, with those individuals high in well-being exhibiting greater productivity in the workplace, more effective learning, increased creativity, more prosocial behaviours, and positive relationships. Further, longitudinal data indicates that well-being in childhood goes on to predict future well-being in adulthood. Higher well-being is linked to a number of better outcomes regarding physical health and longevity as well as better individual performance at work, and higher life satisfaction has been linked to better national economic performance.

1.1 Types of Well-being

- Emotional Well-Being: The ability to practice stress-management and relaxation techniques, be resilient, boost self-love, and generate the emotions that lead to good feelings. It refers to the way that an individual think about emotions or feelings. People who are emotionally healthy strongly believe that all feelings (positive, negative, happy, sad) should be expressed instead of repressed.
- Physical Well-Being: The ability to improve the functioning of your body through healthy living and good exercise habits.
- Social Well-Being: The ability to communicate, develop meaningful relationships with others, and maintain a support network that helps you overcome loneliness.

- Workplace Well-Being: The ability to pursue your interests, values, and life purpose in order to gain meaning, happiness, and enrichment professionally.
- Societal Well-Being: The ability to actively participate in a thriving community, culture, and environment.

2. Young Adult

According to Erik Erikson's stages of human development, a young adult is a person between the ages of 20 and 39. During this stage of life, young adults further develop their critical thinking skills, form relationships based on shared values and belief systems, modify their risk taking behaviours and make decisions based on future consequences. At this stage, young adults become more adept at complex thinking and can better integrate their emotions when making decisions. This is also a life phase where many individuals will experience a high sense of optimism as they embark on their journey to adulthood as they are often free from some of the parental, familial and school restraints they felt in adolescence.

Young adults now focus more on socioeconomic attainment than on family formation, which is lengthening the time to financial independence and keeping them tied to their families of origin. For youth from socioeconomically advantaged backgrounds, this period can then become a time of freedom and exploration. For youth from more disadvantaged backgrounds, there is a higher potential for stagnation, with supposed freedoms masking scarcer opportunities and cultural norms and economic realities not always being well aligned (Arnett, 2004; Furstenberg, 2010). This is the period when young men and women are trying out different life patterns in terms of jobs and different individuals to share their life. Once individuals decide upon the pattern of life they believe will meet their needs, they develop pattern of behaviour, attitudes and values which will tend to be characteristically theirs for the remaining of their lives.

2.1 Problem as Young Adults

Early Adulthood is a 'Problem Age' - young adults need to cope up with all adjustments within their work and with partner and larger circle of friends and relatives. Expectations are too high and to meet demand make it even more difficult. Early Adulthood is a period of emotional tension, time of commitment and social isolation what young adult's worry about which leads to emotional tension will depend upon their work load at their work place, at home and in the social circle and also how much success or failure they are experiencing in meeting these problems. With the end of formal education and the entrance into adult life pattern of work and marriage, the association with peer groups is slowly weaned. This is when they experience social isolation, as young adults change their role from student and dependent (characteristic of adolescence) to that of independent adults, they establish new pattern of living, new responsibilities and take up new commitments for themselves and their partners.

Young adults are typically vibrant, active and healthy, and are focused on friendships, romance, child bearing and careers. They are more subjected to stress than others because they have to

perform major developmental tasks at this stage and also they have to balance between work and family at the same time. Stress has become a universal phenomenon in this modern era where everyone is striving to excel in his/her field whether it is at home or at work place. Every person wants more and more for the attainment of pleasure, due to this competition is increased in every field of life and this competition generates stress among people.

Psychological well-being is characterized by positive psychological functioning in six dimensions, defined by Ryff (1989) as self-acceptance, positive relations with others, autonomy, environmental mastery, purpose in life, and personal growth. It refers to how people evaluate their lives. The evaluations may be in the form of cognitions or in the form of affect. The cognitive part is an information-based appraisal of one's life that is when a person gives conscious evaluative judgments about one's satisfaction with life as a whole. The affective part is a hedonic evaluation guided by emotions and feelings such as frequency with which people experience pleasant/unpleasant moods in reaction to their lives.

As a number of reasons, workplace well-being is a significant topic that needs to be given considerably greater attention in mainstream organizational research (Danna & Griffin, 1999). First, whether they are emotional or social in character, an individual's experiences at work undoubtedly have an impact on them while they are working. These experiences also "spill over" into areas outside of work. According to Conrad (1988), employees spend around one-third of their time at work, and they don't always leave their jobs behind when they leave the workplace. Second, employee and organizational well-being may have unfavourable effects. Employees who are not feeling well may be less productive, make decisions that are of lesser quality, be more likely to miss work, and routinely make smaller total contributions to the companies (Price & Hooijberg, 1992).

Work stress considerably affects their well-being, productivity, and work outcomes (Kompier and Cooper, 1999; Park, 2007). Research has identified multiple factors that enhance work stress, such as job strain, overworking, long working hours, place of work, and income received as wages (Calnan et al., 2004; Costa et al., 2006; Ferrucci et al., 2016; Leigh and De Vogli, 2016; Strazdins et al., 2004). While these factors are mainly contextual, individual factors also augment work stress (Houtman and Kompier, 1995; Shirom, 2003). These factors include workers socio-economic, demographic, and health conditions, which impact their work functioning and productivity (Härmä, 2006; Houtman and Kompier, 1995; Strazdins et al., 2004). Thus, Psychological well-being are important in the contemporary society to empower all individuals to achieve self-actualisation and utilise their full potential.

3. Operational Definition

3.1 Well-being

Bradburn (1969) (as cited in Dodge, Daly, Huyton & Saunders, 2012) defined wellbeing as being present when an individual is high in psychological wellbeing, where an excess of positivity (positive affect) predominates over negative affect. In contrast, Shah and Marks

(2004) argued that wellbeing is more than just positive affect (happiness, feeling satisfied), with feeling fulfilled and developing as a person an equally important aspect in defining wellbeing.

“Wellbeing is a state of equilibrium or balance that can be affected by life events or challenges in relation to our skills and resources.” Skills are the capabilities that enable individual to successfully meet life’s challenges. These include: life experience, the ability to communicate with others, emotional intelligence and stability, adaptability to change, creativity and innovation, and any vocational or academic skills that individuals possess. Resources are the essential needs in order to thrive. These include: self-awareness, food, water and shelter, health and vitality, sense of purpose, motivation and enthusiasm, social support, and community. Challenges are situations that you are faced with on a daily basis that demand a response.

3.2 Young Adults

Elena Hagley defined Young adult as a unique developmental period that occurs between the ages of 18 and 25 years, during which there are key developmental tasks that allow the young adult to participate in self-exploration and identity formation.

Young adults as individuals aged approximately 18-30 and focuses primarily on this age range. Recognizing the continuity of human development and the fact that some individuals will take on tasks at slightly younger and slightly older ages and the transitions from adolescence (starting at about age 16) into full adulthood (up to about age 30). Young adults further develop their critical thinking skills, form relationships based on shared values and belief systems, modify their risk taking behaviors and make decisions based on future consequences. At this stage, young adults become more adept at complex thinking and can better integrate their emotions when making decisions.

4. Statement of the Problem

The study mainly focuses on the psychosocial wellbeing among young adults as it is observed that work stress and mental illness is leading among youth in today’s world. Wellness is an essential aspect of achieving health and happiness. It involves a holistic approach to living that encompasses physical, mental, emotional, and spiritual well-being. Wellness is crucial in preventing and managing chronic illnesses, reducing stress and anxiety, improving cognitive function, and increasing productivity. Mental health problems does not occur rapidly but started in a harmless way without causing many disturbances for the person. If the person’s wellbeing is low the more increase mental illness viz., depression, anxiety, suicide related death and substance. The present study aims to explore the psychosocial wellbeing among Mizo youth and gender differences in wellbeing and research has not been conducted among the Mizo youth especially in regards to their wellbeing. The present study aims to examine the psychosocial wellbeing among working young adults.

5. Objectives of the study

1. To study the psychosocial wellbeing among working young adults.
2. To study the wellbeing at workplace among working young adults.
3. To examine whether there are significant gender differences with regards to psychosocial wellbeing.
4. To suggest possible social work intervention.

6. Chapter Scheme

6.1 Introduction

6.2 Review of Literature

6.3 Methodology

6.4 Results and Discussion

6.5 Conclusion

Chapter - 2

Review of Literature

Review of literature acts as a guide for the researcher in order that he or she may not repeat the same mistakes or go beyond others has done or reached. It also guides in the process of research and provides information on the issue undertaken. This chapter presents the review of literature on psychosocial wellbeing among working young adult in Venghlun Community.

Eric Emersion et.al., (2020) in their publications on Loneliness, Social support, Social isolation and Wellbeing Among Working Age Adults with and without Disability, compared to those without disabilities, people with disabilities feel loneliness, a lack of social support, and social isolation at much greater rates. Effect sizes for loneliness were noticeably larger. Low wellbeing was linked to disability. Low social connectivity was linked to reduced wellbeing—with one exception. The likelihood of loneliness was highest in younger, economically inactive, single, renter- or other-residing persons with disabilities who had limited access to environmental assets. There was no indication that a person's disability status affected the relationship between social connectivity and wellbeing.

Ratneswary Rasiah et.al., (2021) in their study on Psychological beliefs and Financial Well-being among Working Adults found that Financial decisions and financial well-being are positively influenced by subjective financial knowledge, financial attitude, and locus of control. The results additionally showed that the connections between domain of control and financial well-being, as well as between financial attitude and financial well-being, are mediated by financial behavior.

Falguni Pattanaik et.al., (2022) in their study on Work stress, Health and Wellbeing stated that age-related socio-economic and health challenges enhance the risk of work stress among older adults in India. Where socio-economic outcomes likely impact the well-being of the elderly and their work outcomes. Thus socio-demographic and well-being factors significantly impact the psychological health like work stress among the working older adults, apart from the work-related outcomes like work productivity, job conditions, and wages as found earlier.

KDV Prasad et.al., (2020) in their research on Effect of Occupational stress and remote working on Psychological Well-being of Employees revealed the independent factors like peer, role enigmatic, organization climate and job satisfaction are significantly influencing the psychological well-being of the employees in the Information Technology Industry and gender and age group differences have affected the psychological well-being of employees.

Kamlesh Singh et.al., (2022) in their study on Personal Wellbeing among Adolescents and Youth in India using Personal Wellbeing Index (PWI) found that the domains of personal relationship, community connectedness and safety represented high overall wellbeing with the highest mean scores and men had higher happiness levels on personal safety while women had higher scores on life achievement. Furthermore, Multivariate analysis showed that the least happy group on life as a whole domain was students aged 19–23 years as compared with the 11–14 and 15–18 years' age group.

Deepika Kathuria et.al., (2017) in their research on Psychological Wellbeing at Workplace found that there is difference between the wellbeing of male and females at IT companies, but age doesn't affect wellbeing of employees. Wellbeing of employees depends upon warmth in the relations, how management deals with the employees, motivation level, confidence in self and self ambition.

Sumant Kumar Bishwas et.al., (2023) in their study on Examining the Pathway linking Workplace incivility and Employee Well-being found that the negative impact of workplace rudeness on workers' wellbeing as well as the mitigating influence of loneliness at work. This study has also shown that social support in the office moderates the negative impact of workplace rudeness on employee well-being through loneliness.

John Romate et.al.,(2022) in their study on Exploring the experiences, Psychological well-being and needs of frontline Healthcare workers of Government Hospitals in India: a qualitative study found that The HCWs experienced fear and apprehension during the early stages of the pandemic, but gradually, their fears reduced, and they perceived the situation to be the “new normal”.They experienced work-related (scarcity of resources, problems with PPE, communication issues, violence and stigma) and family related (fear of infecting family members, choosing work over family, inability to undertake family roles) challenges while serving during the pandemic.They reported increased psychological issues, the HCWs experienced physical and psychological burnout, especially from stretching beyond the assigned roles due to a shortage of resources and workforce. However, amidst juggling with work and family responsibilities, HCWs were found to be emotionally stable and reported to have a positive outlook in general. Besides, emphasizing the regulation of policies for meeting their primary needs, they stressed the need for professional psychological services with need-based intervention strategies.

Lallawmawmi et.al., (2022) in their publication on the role of Human Resource management on Employee's Well-being: A case study of central library, Mizoram University demonstrate that library employees' well-being must be prioritized, with changes and improvements made as needed, because a satisfied employee produces higher productivity.

M. Pilar Matud et.al., (2023) in their study on Gender differences in Psychological Well-being in emerging Adulthood found that women scored higher than men in purpose in life and personal growth and higher self-confidence and lower negative self-evaluation were found to be the most significant predictors of emerging adult men's and women's eudaimonic well-being and life satisfaction by hierarchical multiple regression analysis. Male life satisfaction was correlated with greater emotional social support. The findings imply that gender matters in the psychological well-being of people in emerging adulthood, even if self-esteem and instrumental social support are the most significant predictors of psychological well-being in both emerging adult men and women.

Kantariya Ashok (2016) investigated the Gender differences on Psychological Wellbeing among male and female young Adults. A total of 60 working young adults made up the sample. The sample included 30 men and 30 women who worked for government agencies. The findings indicated that there is no discernible gender difference in men's and women's psychological wellbeing.

Khanbani et.al., (2016) on their researches Examining the relationship between gender and Psychological Well-being. The findings demonstrated a large gender gap in terms of interpersonal development, environmental mastery, and pleasant interpersonal relationships. However, there was no discernible difference between men and women in terms of autonomy and self-acceptance.

CHAPTER – 3

METHODOLOGY

3. Methodology and Field Settings: This chapter deals with the methodology applied in the present study and the background of the data collected as a field settings.

3.1 Methodology: The description of methodology is presented. The success of the study depends upon the quality of methods and techniques applied in the study. The chapter deals with methodological aspects such as universe of the study, research design, sampling, tools and method of data collection, data processing and analysis.

3.1.1 Universe of the study: young adults in Venghlun community. The unit of the study is working young adult.

3.1.2 Research Design: The study is descriptive research in design using both qualitative and quantitative method. Attempt is made to understand the psychosocial wellbeing of working young adults.

3.1.3 Sampling: The respondents are selected from Venghlun community as it is where the researcher went for fieldwork. Disproportionate stratified random sampling method is used to select sample. The strata are the four YMA sections of the community viz., Section-1, Section-2, Section-3 and Section-4 where 10 samples (5 males and 5 females) of working young adult from each stratum are selected.

3.1.4 Data Collection: Primary Data was collected using qualitative and quantitative methods. Qualitative data was collected using Participatory Rural Appraisal (PRA) to understand the field settings. Quantitative data was collected through survey using questionnaire as the information collected were about psycho-social wellbeing.

3.1.5 Data processing and Analysis: The questionnaire data collected from the respondents is processed using MS Excel and SPSS. Data is interpreted and presented in the form of simple percentage and mean.

3.2 Field Settings:

Name of the Community: Venghlun, Lunglei
Year of Establishment: 1964
Location: Near Lunglei Government College

No. of total populations: 2044 (Male-996 & Female -1048)
 No. of Households: 350
 No. of Families: 430
 No. of Church Denomination: 5
 No. of Educational Institutions: 3
 No. of Health Sub-Centre: 1
 No. of Anganwadi: 2
 No. of Community Hall: 1
 No. of Non-Governmental Organization: 3

Venghlun is a village in Lunglei District of Mizoram State near Lunglei Government College. It is located 1km towards South headquarters Lunglei 109km from State Capital Aizawl. The surrounding nearby village and its distance from Venghlun were Rahsiveng , Venglai, College Veng, Bazar Veng. The village is divided into 1,2,3 & 4 Sections. Venghlun was earlier known as BawngVeng and changed its name to Venghlun at 10th July, 1987 with government approval.

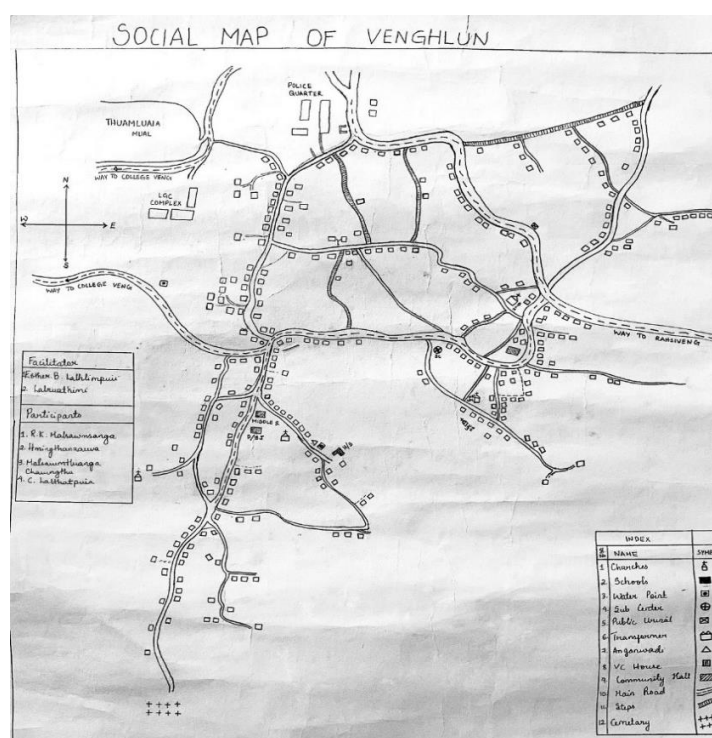


Figure. 1 Social Map of Venghlun Community

Participatory Rural Appraisal (PRA) was conducted using a tool of Social Mapping wherein the community leader of Young Mizo Association(Venghlun) such as Mr.Malsawmtluanga Chawngthu(YMA Vice President),Mr R.K Malsawmsanga (Health Worker), Mr Hmingthanzauva (YMA Executive member) and Mr. C.Lalhatpuia (Asst. Secretary) wherein the settlement area of the population were located as well as other important facilities like educational institutions, sub-centre and community Hall were marked in the map. (See figure 1)

Another PRA method i.e., Timeline and Pairwise Ranking was conducted with the help of Mizo Upa Pawl Venghlun Branch leader and YMA OB such as Mr. R.Lalrosanga, Mr. R.Rochhuma, Mr Lalhriatzuala, Mr. Lalkhuma and Mr. Malsawmtluanga Chawngthu. (See Figure 2 & 3)

History

Venghlun was established in the year 1944 as Bawngveng, in the year 1952 Baptist Church of Mizoram Venghlun was established, after it got its demarcated boundary which is separated from various communities such as College Veng, Rahsiveng, and Venglai. The native language of Venglai is Mizo and most of the people speak Mizo. Village council was established in the year 1960 after which Govt middle school was established. Young Mizo Association Venghlun Branch and Mizo Hmeichhe Insuihkhawm Pawl was established in the year 1974. In the year 1976, Mizo Upa Pawl was established and the name of the community was changed to Venghlun in the year 1987. The above mentioned civil society organisations are one of the most important body in the functioning of the community. (See Figure 2)

YEAR	EVENTS
1944	Bawngveng Community was established
1952	Baptist Church of Mizoram, Venghlun
1959	Government Primary School - I
1960	Village Council Venghlun
1964	Sporting Club
1965	Community Hall
1974	Young Mizo Association
1974	Mizo Hmeichhe Insuihkhawm Pawl
1975	United Pentecostal Church (NEI)
1976	Mizo Upa Pawl
1980	Link Road
1985	Government Primary School - II
1987	Water Connection
1987	Bawngveng was changed to Venghlun
1989	YMA Newspaper Venghlun
1991	Information Center
1996	United Pentecostal Church (Mizoram)
1998	Government High School
1998	Angarawadi
2000	Sub-Center, Venghlun
2002	B.C.M Bethel Venghlun

Figure. 2 Timeline of Venghlun Community

The problems within the community were studied and analysed using Pairwise Ranking in which insufficient Public Urinal holds the 1st rank in the problems faced by the community followed by improper side drain and street light. (See Figure 4)

PAIRWISE RANKING							
Problems	Public Urinal (A)	Proper Side drain (B)	Public Dustbin (C)	CCTV (D)	Street Light (E)	Public Vehicle Road (F)	Rank
Public Urinal (A)	X	A	A	A	A	A	1
Proper Side drain (B)		X	B	B	B	B	2
Public dustbin (C)			X	C	E	F	4
CCTV (D)				X	E	F	5
Street Light (E)					X	E	3
Public vehicle road (F)						X	2
Public Urinal = 5 Public Vehicle Road = 2 Proper Side drain = 4 Public Dustbin = 1 Street Light = 3 CCTV = 0							

Figure. 3 Pairwise Ranking in Vengulun Community

CHAPTER – 4

RESULTS AND DISCUSSIONS

1.Structural Bases of Respondents: A structural base of respondents is studied in order to understand the nature and background of the respondents. It is studied by analysing the profile of the respondents and family profile.

Table No 1.1 PROFILE OF THE RESPONDENT				
SL.NO	PARTICULARS		Frequency	Percentage
I	SECTION	sec-1	10	25.0
		sec-2	10	25.0
		sec-3	10	25.0
		sec-4	10	25.0
II	AGE GROUP	21-25	16	40.0
		26-30	11	27.5
		31-35	5	12.5
		36-40	8	20.0
III	GENDER	male	20	50.0
		female	20	50.0
IV	RELIGION	Christian	40	100.0
V	DENOMINATION	Baptist	26	65.0
		UPC(NE)	14	35.0
VI	EDUCATION QUALIFICATION	Below HSLC	1	2.5
		HSLC	4	10.0
		HSSLC	10	25.0
		Undergraduate	8	20.0

		Graduate	7	17.5
		Employed	10	25.0
VII	SOURCE OF INCOME	Government servant	14	35.0
		Labourer	3	7.5
		Business	7	17.5
		Private Company	6	15.0
		Others	10	25.0
VIII	CURRENT MARITAL STATUS	Unmarried	27	67.5
		Married	12	30.0
		Divorced	1	2.5
IX	REASONS FOR WORKING	Support Family	25	62.5
		Personal Financial	4	10.0
		Career Oriented	5	12.5
		Just wanted to Work	4	10.0
		Others	2	5.0
X	JOB DESIGNATION	government employee	8	20.0
		teacher	7	17.5
		medical	6	15.0
		private business	5	12.5
		labour	3	7.5
		others	11	27.5

Table 1.1 Profile of respondents

(source: computed)

1.1. Profile of the respondents: To study the profile of the respondents, the variables taken are age, gender, religion, denomination, educational qualification, source of income, current marital status, reasons for working and job designation. (See Table no 1.1)

1.1.1 Section: The section of the respondents is divided into 4 Sections. A number of 10 respondents were taken from each Sections as Section I (25%), Section II (25%), Section III (25%) and Section IV (25%).

1.1.2 Age: The age group of the respondents in the present study is classified into four which are 21-25, 26-30, 31-35 and 36-40. Mostly the age group of 21-25 years constitute the highest respondents (40%) while the age group 31-35 constitute the lowest respondents (12.5%) and the mean age is 28 years.

1.1.3 Gender: The gender of the respondents is divided into two categories: male and female. The ratio of the distribution is equal with (50%).

1.1.4 Religion: The present study analyse the religion followed by the community wherein Christianity (100%) and shows that the community is a Christian dominated region.

1.1.5 Denomination: The religious denomination observed in the current study is classified into Baptist Church of Mizoram, Presbyterian Church of India, United Penticostal Church (Mizoram), United Penticostal Church (North East), Salvation Army, Evangelical Free Church of India, Roman Catholic and others. Among the respondents Baptist Church of Mizoram (65%) constitute the highest percentage followed by United Penticostal Church (North East) (35%) and there are no respondents which belongs to other denominations.

1.1.6 Education Qualification: The educational qualification of the respondents is classified viz., below high school, high school, higher secondary, undergraduate, graduate, post graduate and employed. The educational qualification of respondents in this study consists of below HSLC (2.5%), HSLC (10%), HSSLC (25%), Undergraduate (20%), Graduate (17%) and Employed (25%). Majority of the respondents are Employed (25%) and HSSLC (25%) in terms of education qualification followed by Undergraduate (20%), Graduate (17%), HSLC (10%) and Below HSLC (2.5%) constitute the lowest percentage.

1.1.7 Source of Income: Source of Income in the present study was divided into government servant, labourer, business, private company, agriculturalist and others. In the source of income of the respondents, government servant (35%) constitute the highest followed by others (25%), business (17.5%), private company (15%) and labourer (7.5%).

1.1.8 Current Marital Status: The current marital status of the respondents in the present study is classified into unmarried, married and divorced. The current marital status in the present study consists of unmarried (67.5%), married (30%) and divorced (2.5%). The percentage of the respondents' shows that majority of the respondents are unmarried with (67.5%)

1.1.9 Reasons for Working: The reasons for working observed in the study is classified into support family, personal financial, career oriented, just wanted to work and others. In the reasons for working of the respondents support family (62.5%) constitute the highest which is followed by career oriented (12.5%), personal financial (10%), just wanted to work (10%) and others (5%) constitute the lowest.

1.1.10 Job Designation: In the present study the job designation was divided into government employee, teacher, medical, private business, labour and others. In job designation of the respondents, government employee (20%), teacher (17.5%), medical (15%), private business (12.5%), others (27.5%) constitute the highest and labour (7.5%) constitute the lowest job designation.

1.2 Family Profile: The family profile is taken in order to understand the structural bases of the respondents. To study the profile of the family three variable are taken for studies viz., type of family, size of the family and socio-economic status. (See Table no. 1.2)

Table No 1.2 FAMILY PROFILES				
SL.NO	PARTICULARS		Frequency	Percentage
I	TYPES OF FAMILY	joint	20	50.0
		nuclear	19	47.5
		extended	1	2.5
II	SIZE OF THE FAMILY	1-5	22	55.0
		6-10	18	45.0
III	SOCIO-ECONOMIC	AAY	4	10.0
		PHH	19	47.5
		NON NFSA	17	42.5

Table No 1.2 Family Profiles (Source Computed)

1.2.1 Types of Family: The present study analysed the respondent's family status by observing the type of family the respondents are living in. The type of family in the present study is divided into three viz., joint family, nuclear family and extended family. Majority of the respondents belong to joint (50%) followed by nuclear (47.5%) and extended (2.5%). The respondents' type of family is mostly joint where they live their parents, siblings and grandparents.

1.2.2 Size of the Family: The size of the family in the present study is analysed to understand the strength and background of the respondents. Size of the family in the present study is classified into two as 1-5members and 6-10members. Majority of the respondent's family belong to 1-5 members (55%) and 6-10members (45%) constitute the lower size of the family.

1.2.3 Socio-Economic Status: The socio-economic status of the family in the present study is analysed in order to understand the present socio-economic condition of the respondents' family. The socio-economic status of the family was classified into Antyodaya Anna Yohana (AAY), Priority Household (PHH) and Non-National Food Security Act (Non-NFSA). In socio-economic status of the respondents Priority Household (47%) constitute the highest followed by Non-National Food Security Act (42.5%) and Antyadaya Anna Yohana (10%).

2. Details Relating to Work:

Table No 2 DETAILS RELATING TO WORK			
SL.NO	PARTICULARS	Frequency	Percent
I	MONTHLY INCOME		
	Below 20000	18	45.0
	20000-30000	9	22.5
	30000-40000	4	10.0
	40000-50000	4	10.0
	above 50000	5	12.5
II	WORKING DAYS		
	Monday-Friday	15	37.5
	Monday-Saturday	25	62.5
III	WORKING HOURS		
	06-07hours	12	30.0
	07-08hours	14	35.0
	08-09hours	4	10.0
	09-10hours	4	10.0
	10-11hours	6	15.0
IV	MEANS OF TRANSPORTATION		
	personal vehicle	25	62.5
	public transport	7	17.5
	by foot	8	20.0
V	How convenient is it for your safety and usage		
	excellent	35	87.5
	moderate	3	7.5
	poor	1	2.5
	very poor	1	2.5
VI	DURATION OF SERVICE		
	less than 1 year	13	32.5
	1-5 years	16	40.0
	5-10 years	11	27.5

Table No. 2 Details Relating to Work (Source Computed)

2.1 Monthly Income: The monthly income of the respondents in the present study is classified into below 20000, 20000-30000, 30000-40000, 40000-50000, above 50000. In the present

study the monthly income of the respondents stated below 20000 (45%), 20000-30000 (22.5%), 30000-40000 (10%), 40000-50000 (10%) and above 50000 (12.5%).

2.2 Working Days: The working days of the respondents are divided into Monday-Friday and Monday-Saturday. In the present study, the working days of the respondents Monday-Saturday (62.5%) constitute the higher percentage compared to Monday-Friday (37.5%).

2.3 Working Hours: The present study analysed the working hours of the respondents by classified into 06-07 hours, 07-08 hours, 08-09 hours, 09-10 hours and 10-11 hours. Among the respondents 07-08 hours (35%) constitute the highest rate followed by 07-07 hours (30%), 10-11 hours (15%), 08-09 hours (10%) and 09-10 hours (10%) constitute the lowest rate on the working hours.

2.4 Means of Transportation: Different kinds of transport facilities used by the respondents were classified into personal vehicle, public transport, colleague's vehicles and by foot where personal vehicle (62.5%), public transport (17.5%) and by foot (20%).

The percentage of the respondents' shows that majority of the respondents were used personal vehicle (62.5%) as a means of transportation to work.

2.5 Convenience for safety and usage: How the jobs and workplace were convenient for the safety and usage of the respondents observed in the present study is divided into excellent, moderate, poor and very poor where excellent (87.5%) constitute the highest percentage followed by moderate (7.5%), poor (2.5%) and very poor (2.5%) comprises the lowest percentage.

2.6 Duration of Service: The duration of service of the respondents in the present study is divided into viz., less than 1 year, 1-5 years and 5-10 years. In the present study the duration of service of the respondents stated below 1-5 years (40%) constitute the highest rate compare to less than 1 year (32.5%) and 5-10 years (27.5%).

3. Psycho-social Wellbeing Scale

PSYCHO-SOCIAL WELLBEING SCALE								MEAN
SL.NO	PARTICULARS	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	
1	I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people	0	4 (10.0)	6 (15.0)	5 (12.5)	21 (52.5)	4 (10.0)	4.3
2	In general, I feel I am in charge of the situation in which I live.	1 (2.5)	0	0	2 (5.0)	27 (67.5)	10 (25.0)	5.1
3	I am not interested in activities that will expand my horizons	10 (25)	23 (57.5)	5 (12.5)	1 (2.5)	1 (2.5)	0	2.0

4	Most people see me as loving and affectionate	1 (2.5)	3 (7.5)	2 (5.0)	17 (42.5)	14 (35)	3 (7.5)	4.2
5	I live life one day at a time and don't really think about the future	15 (37.5)	25 (62.5)	0	0	0	0	1.6
6	When I look at the story of my life, I am pleased with how things have turned out.	2 (5.0)	4 (10.0)	8 (20.0)	11 (27.5)	14 (35.5)	1 (2.5)	3.8
7	My decisions are not usually influenced by what everyone else is doing.	0	2 (5.0)	5 (12.5)	11 (27.5)	20 (50.0)	2 (5.0)	4.3
8	The demands of everyday life often get me down.	1 (2.5)	12 (30.0)	4 (10.0)	12 (30.0)	11 (27.5)	0	3.5
9	I think it is important to have new experiences that challenge how you think about yourself and the world.	0	1 (2.5)	4 (10.0)	7 (17.5)	26 (65.0)	2 (5.0)	4.6
10	Maintaining close relationship has been difficult and frustrating for me.	5 (12.5)	26 (65.0)	3 (7.5)	3 (7.5)	2 (5.0)	1 (2.5)	2.3
11	I have a sense of direction and purpose in life	0	6 (15.0)	5 (12.5)	8 (20.0)	19 (47.5)	2 (5.0)	4.1
12	In general, I feel confident and positive about myself.	1 (2.5)	1 (2.5)	3 (7.5)	12 (30.0)	21 (52.5)	2 (5.0)	4.4
13	I tend to worry about what other people think of me.	4 (10.0)	11 (27.5)	7 (17.5)	13 (32.5)	5 (12.5)	0	3.1
14	I do not fit very well with the people and the community around me.	1 (2.5)	17 (42.5)	2 (5.0)	4 (10.0)	14 (35.0)	2 (5.0)	3.4
15	When I think about it, I haven't improved much as a person over the years.	7 (17.5)	19 (47.5)	2 (5.0)	7 (17.5)	5 (12.5)	0	2.6
16	I often feel lonely because I have few close friends with whom to share my concerns.	3 (7.5)	18 (45.0)	3 (7.5)	8 (20.0)	7 (17.5)	1 (2.5)	3.0
17	My daily activities often seem trivial and unimportant to me.	3 (7.5)	19 (47.5)	4 (10.0)	7 (17.5)	7 (17.5)	0	2.9
18	I feel like many of the people I know have gotten more out of life than I have.	1 (2.5)	17 (42.5)	8 (20.0)	6 (15.0)	7 (17.5)	1 (2.5)	3.1
19	I tend to be influence by people with strong opinions.	1 (2.5)	0	0	9 (22.5)	27 (67.5)	3 (7.5)	4.7
20	I am quite good at managing the many responsibilities of my daily life.	0	5 (12.5)	10 (25.0)	8 (20.0)	16 (40.0)	1 (2.5)	3.9
21	I have the sense that I have developed a lot as a person over time.	0	2 (5.0)	4 (10.0)	9 (22.5)	22 (55.0)	3 (7.5)	4.5
22	I enjoy personal and mutual conversations with family members or friends.	2 (5.0)	0	3 (7.5)	4 (10.0)	27 (67.5)	4 (10.0)	4.6
23	I don't have good sense of what it is I'm trying to accomplish in life.	1 (2.5)	1 (2.5)	8 (20.0)	10 (25.0)	20 (50.0)	0	4.1
24	I like most aspects of my personality.	0	2 (5.0)	4 (10.0)	10 (25.0)	23 (57.5)	1 (2.5)	4.4
25	I have confidence in my opinion, even if they are contrary to the general consensus.	0	3 (7.5)	4 (7.5)	5 (7.5)	6 (7.5)	7 (7.5)	4.3

26	I often feel overwhelmed by my responsibilities.	0	7 (17.5)	2 (5.0)	12 (30.0)	17 (42.5)	2 (5.0)	4.1
27	I do not enjoy being in new situations that require me to change my old familiar ways of doing things.	1 (2.5)	8 (20.0)	4 (10.0)	8 (20.0)	18 (45.0)	1 (2.5)	3.9
28	People would describe me as a giving person, willing to share my time with others.	1 (2.5)	6 (15.0)	4 (10.0)	13 (32.5)	14 (35.0)	2 (5.0)	3.9
29	I enjoy making plans for the future and working to make them a reality.	0	1 (2.5)	4 (10.0)	7 (17.5)	22 (55.0)	6 (15.0)	4.7
30	In many ways, I feel disappointed about my achievements in life.	1 (2.5)	8 (20.0)	2 (5.0)	10 (25.0)	15 (37.5)	4 (10.0)	4.0
31	It's difficult for me to voice my own opinions on controversial matters.	1 (2.5)	7 (17.5)	7 (17.5)	11 (27.5)	14 (35.0)	0	3.7
32	I have difficulty arranging my life in a way that is satisfying to me.	0	11 (27.5)	7 (17.5)	8 (20.0)	13 (32.5)	1 (2.5)	3.6
33	For me, life has been a continuous process of learning, changing and growth.	1 (2.5)	1 (2.5)	0	1 (2.5)	31 (77.5)	6 (15.0)	4.9
34	I have not experience many warm and trusting relationships with others.	8 (20.0)	20 (50.0)	3 (7.5)	5 (12.5)	4 (10.0)	0	2.4
35	Some people wander aimlessly through life, but I am not one of them.	1 (2.5)	2 (5.0)	2 (5.0)	7 (17.5)	24 (60.0)	4 (10.0)	4.5
36	My attitude about myself is probably not as positive as most people feel about themselves.	0	5 (12.5)	3 (7.5)	7 (17.5)	25 (62.5)	0	4.3
37	I judge myself by what I think is important, not by the values of what others think is importance	0	3 (7.5)	0	9 (22.5)	23 (57.5)	5 (12.5)	4.6
38	I have been able to build a home and a lifestyle for myself that is much to my liking.	0	1 (2.5)	5 (12.5)	5 (12.5)	25 (62.5)	4 (10.0)	4.6
39	I gave up trying to make big improvements or changes in my life a long time ago.	9 (22.5)	23 (57.5)	1 (2.5)	4 (10.0)	2 (5.0)	1 (2.5)	2.2
40	I know that I can trust my friends, and they know they can trust me.	0	4 (10.0)	4 (10.0)	3 (7.5)	21 (52.5)	8 (20.0)	4.6
41	I sometimes feel as if I've done all there is to do in life.	1 (2.5)	28 (70.0)	6 (15.0)	2 (5.0)	2 (5.0)	1 (2.5)	2.4
42	When I compare myself to friends and acquaintances, it makes me feel good about who I am.	0	12 (30.0)	7 (17.5)	5 (12.5)	15 (37.5)	1 (2.5)	3.6

Table No. 3 Psycho-Social Wellbeing Scale

Source Computed

The Psycho-social wellbeing in the present study is analysed according to the Ryff's psycho-social wellbeing Scale, it is based on six factors: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. There are 42 statements consists of positive and negative statements, the statement of the respondents in the

study is to know the individual's or people's psychological, social and subjective which influence the overall functionality of individual in achieving their true potentials as a members of the society (See Table No. 3). The statement given to the respondents are rated in a six-point scale viz., strongly disagree (1), disagree (2), somewhat disagree (3), somewhat agree (4), agree (5) and strongly agree (6).

From the table observed, majority of the respondents in the present study agrees they feel that they are in charge of the situation in which they live (5.1) , life has been a continuous process of learning, changing and growth (4.9) , they tend to be influenced by people with strong opinions (4.7) and they enjoy making plans for the future and working to make them a reality (4.7) . And also, the least of the respondents disagrees that they live one day at a time and don't really think about the future (1.6) , they are not interested in activities that will expand their horizons (2.0) , gave up trying to make big improvements or changes in their life a long time ago (2.2) and maintaining close relationship has been difficult and frustrating for them (2.3).

4. Gender and psychosocial wellbeing.

Mann-Whitney U Test is used to examine if there is a significant difference between male and female in the context of psycho-social wellbeing.

Hypothesis

H₀: There is no differences between male and female in terms of Psycho-social Wellbeing.

H₁: There is a differences between male and female in terms of Psycho-social Wellbeing.

Gender of the respondents and PWB	N	Mean Rank	Median
Male	20	18.90	3.69
Female	20	22.10	3.80

Table No. 4.1

(Source computed)

	PWB
Mann-Whitney U	168.000
Z	.867
r	0.137
Asymp. Sig. (2-tailed)	.386

Table No. 4.2 (Source computed)

To evaluate the differences between male and female in terms of Psycho-social Wellbeing, Mann-Whitney *U* Test was utilized. The test revealed no significant differences in male (Median = 2, n = 3.69) and female (Median = 2, n = 3.80), $U = 168.00$, $p = .386$, $r = 0.137$ and $Z = .867$. Hence, we fail to reject the null hypothesis (H_0) and therefore, there is no significant differences between male and female in terms of Psycho-social Wellbeing.

5. Wellbeing at Workplace

WELLBEING AT WORKPLACE							MEAN
SL.NO	PARTICULARS	STRONGLY DISAGREE	DISAGREE	NEUTRAL	AGREE	STRONGLY AGREE	
1	Over the past six month, my work made me feel happy	0	1 (2.5)	7 (17.5)	30 (75.0)	2 (5.0)	3.8
2	Over the past six month, my work made me feel proud	0	1 (2.5)	4 (10.0)	30 (75.0)	5 (12.5)	3.9
3	Over the past six month, my work made me feel active	0	0	9 (22.5)	29 (72.5)	2 (5.0)	3.8
4	Over the past six month, my work made me feel distressed	3 (7.5)	18 (45.0)	2 (5.0)	16 (40.0)	1 (2.5)	2.8
5	Over the past six month, my work made me feel upset	3 (7.5)	21 (52.5)	3 (7.5)	13 (32.5)	0	2.6
6	Over the past six month, my work made me feel depressed	3 (7.5)	34 (85.0)	2 (5.0)	1 (2.5)	0	2.0
7	Over the past six month, my work made me feel annoyed	2 (5.0)	16 (40.0)	5 (12.5)	17 (42.5)	0	2.9
8	Over the past six month, my work made me feel bored	3 (7.5)	21 (52.5)	7 (17.5)	9 (22.5)	0	2.5
9	In my work, I achieve my potential	0	0	3 (7.5)	33 (82.5)	4 (10.0)	3.5
10	In my work, I overcome challenges	0	0	2 (5.0)	35 (87.5)	3 (7.5)	3.6
11	In my work, I advance in the goals I set for my life.	0	1 (2.5)	4 (10.0)	32 (80.0)	3 (7.5)	4.0
12	In my work, I do what I really like doing.	0	5 (12.5)	4 (10.0)	30 (75.0)	1 (2.5)	4.0
13	In my work, I express what is best in me	1 (2.5)	5 (12.5)	8 (20.0)	24 (60.0)	2 (5.0)	3.9

Table 5. Wellbeing at Workplace

(Source computed)

To understand the wellbeing of young adults at workplace, the perception of the respondents in the present study are analysed through 13 statements which is rated by the respondents viz., Over the past six month, my work made me feel happy, Over the past six month, my work made me feel proud, Over the past six month, my work made me feel active, Over the past six month, my work made me feel distressed, Over the past six month, my work made me feel upset, Over the past six month, my work made me feel depressed, Over the past six month, my work made me feel annoyed, Over the past six month, my work made me feel bored, In my work, I achieve my potential , In my work, I overcome challenges , In my work, I advance in the goals I set for my life , In my work, I do what I really like doing , In my work, I express what is best in me (See Table No. 4). The wellbeing at workplace are rated with 5-point scale viz., strongly disagree (1), disagree (2), neutral (3), agree (4), strongly agree (5).

In the present study, majority of the respondents agree that in their work, they advanced in the goals they set for their life (4.0), they do what they really like doing (4.0), they expressed what is best in them (3.9) and also over the past six month, their work made them feel proud (3.9). On the contrary, it can be observed that least of the respondents disagree that over the past six

month, their work made them feel depressed (2.0), their work made them feel bored (2.5), their work made them feel upset (2.6) and the work made them feel distressed (2.8).

CHAPTER – 5

CONCLUSION

The conclusion chapter includes the major findings and conclusion of the findings.

5.1 Major findings

The unit of the study is working young adult with an average age of 28 years. The section of the respondents is comparatively distributed into four sections where 5 male respondents and 5 female respondents were taken from each section. Among the respondents, Baptist Church of Mizoram and United Pentecostal Church (North East) were observed and Baptist Church of Mizoram constitute the highest denomination. The educational qualification of the respondents is relatively high belonging to employed and HSSLC, other qualifications like below HSLC, HSLC, Undergraduate and Graduate are also observed. In the source of

income of the respondents, government servant constitutes the highest followed by others, business, private company and labourer. In the present study, majority of the respondents are unmarried, the reasons for working to support family constitute the highest and in the job designation of the respondents, government employee, teacher, medical, private business, others are observed and others constitute the highest percentage.

Half of the respondents live with their family belonging to joint family followed by nuclear and extended family. It can be observed that most of the respondents live with their parents, siblings and grandparents. In socio-economic status of the respondents Priority Household constitute the highest followed by Non-National Food Security Act and Antyodaya Anna Yojana and the size of the family is medium with a number of 1-5 family members. The monthly income of the respondents' is highest among income below 20000 and in the present study, the working days of the respondents on Monday-Saturday constitute the higher percentage compared to Monday-Friday. Among the respondents 07-08 hours constitute the highest rate on the working hours, the percentage of the respondents' shows that majority of the respondents were used personal vehicle as a means of transportation to work. Most of the jobs and workplace of the respondents were conveniently excellent for their usage and safety and the duration of service of the respondents stated below 1-5 years (40%) constitute the highest rate and 5-10 years and less than 1 year are also observed.

Ryff's social psychological wellbeing scales comprises 42 items and includes a combination of positively and negatively worded items which aimed at considering the importance of assessing aspects of well-being in individuals and its role in social, physical and psychological health. Through the study, it is observed that majority of the respondents are having positive relations with others, has satisfying and trusting relationships with others, possesses a positive attitude towards themselves, capable of strong empathy, self-determining and independent, evaluates themselves by personal standards, have a sense of mastery and competence in managing the environment, has goals in life and a sense of directedness, feels there is a meaning to present and past life, have a feeling of continued development, sees self as growing and expanding and open to new experience and also sees improvement in self and behaviour over time.

Wellbeing at workplace are studied through 13 statements including negative and positive worded to understand the components that affect their health, work behaviour and performance, is there any feeling of stress and bored? or are they satisfied with their jobs? In the present study, it is observed that most of the respondents' states that in their work, they do what they really like doing and advanced in the goals they set for their life and made them feel happy and proud, they feel active and overcome challenges. It is also observed that there is no significant difference between male and female in terms of psycho-social wellbeing by using Mann-Whitney *U* Test.

5.2 Conclusion:

The present study attempt to highlight the psychosocial wellbeing among working young adult in Venghlun Community, Lunglei District, Mizoram.

On the basis of present study, it can be concluded that work stress has less negative impact on wellbeing and health of employees/ working young adult. The present study reveals that Workplace stress is not the only predictor employee wellbeing; other factors such as changes in the organization, job insecurity, non-work-related stress etc. may also affect employee well-being. Majority of the respondents perceived moderate level of psychosocial wellbeing and the high scores indicates that the respondent is autonomy, self-acceptance, positive relationship with others, a feeling of purpose and meaning in life and personal growth and development. However, people with lower socio-economic status have lower autonomy to work, corresponding to more pressure and negative emotions. Cristine et.al., believed that people with adverse SES are more likely to fall into negative emotions, and suffer from potential stress, all of which have a negative effect on health.

5.3 Suggestion:

Lot of measures have been recommended and to a considerable extent implemented include flexible work schedules, promoting employee involvement in work related decisions, organizational and supervisory support extended, training and counselling sessions to help in coping with stress etc. It is the responsibility of organization to take care of the wellness of employees to ensure appropriate productivity and performance and work life balance. Researchers need to conduct investigations that will help in improving overall effectiveness of organizations by minimizing the negative outcomes. A bigger sample may be helpful in further strengthening the findings of the current research. At the same time socio, demographic aspects have been clearly affecting perceived workplace stress, growth and development of employees are also important to recover the psychological well-being of employees. This can be done by developing support and mentorship programs with senior supervisors.

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Appendices

Psychosocial Wellbeing Among Working Young Adult in Venghlun Community

Researcher

Research Supervisor

Esther.B.Lalhlimpuii

Gracy Lalrinfeli Fanai

5th Semester

Assistant Professor

Bachelor of Social Work

Department of Social Work

Higher and Technical Institute,Mizoram

Higher and Technical Institute,Mizoram

(The statement given below are confidential and it will be used for research purpose only)

I.Profile of the Respondent

Schedule No

Age

Gender

1. Male

2. Female

Locality

Family Type

1.Joint

2.Nuclear

3.Extended

Socio-Economic Status

1.AAY

2.BPL

3.APL

Number of Family member :

Religion

1.Christian

2.Muslim

3.Hindu

4.Others

Denomination

1.Baptist

2.Presbyterian

3.UPC(M)

4.UPC (NE)

5.Salvation Army

6. EFCI

7. Roman Catholic

8. Others

Education Qualification

1.Below HSLC

2.HSLC

3.HSSL

4.Undergraduate

4.Postgraduate

5.Graduate

6. Employed

Source of Income

1.Government Servant

2.Labourer

3.Business

4.Private Company 5.Agriculturalist 6.Others

Current Marital Status

1.Unmarried 2.Married 3.Divorced

1.	Monthly Income	1.Below 20000 2. 20000-30000 3.30000-40000 4. 40000-50000 5. Above 50000
2.	What are your working days ?	1.Monday-Friday 2.Monday-Saturday
3.	What is your working hours ?	1.06-07 hours 2.07-08 hours 3.08-09 hours 4. 09-10 hours 5.10-11hours
4.	What is your means of going to work	1.Personal vehicle 2.Public Transport 3.Colleague's vehicles 4.By foot
5.	How convenient is it for your safety and usage	1.Excellent 2.Moderate 3.Poor 4.Very Poor
6.	Duration of Service	1.Less than 1 year 2. 1-5 years 3.5-10 years

Reasons for Working

1.Support family 2.Personal Financial

3.Career Oriented 4.Just wanted to work 5.Others

Post Designation :

II. Details relating to work :

III. Ryff's Psychological Well-Being Scale (PWS) , 42 Item version

Sl. No	Particulars	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
1	I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people.	1	2	3	4	5	6
2	In general, I feel I am in charge of the situation in which I live.	1	2	3	4	5	6
3	I am not interested in activities that will expand my horizons	1	2	3	4	5	6
4	Most people see me as loving and affectionate	1	2	3	4	5	6

5	I live life one day at a time and don't really think about the future	1	2	3	4	5	6
6	When I look at the story of my life, I am pleased with how things have turned out.	1	2	3	4	5	6
7	My decisions are not usually influenced by what everyone else is doing	1	2	3	4	5	6
8	The demands of everyday life often get me down.	1	2	3	4	5	6
9	I think it is important to have new experiences that challenge how you think about yourself and the world.	1	2	3	4	5	6
10	Maintaining close relationships has been difficult and frustrating for me.	1	2	3	4	5	6
11	I have a sense of direction and purpose in life.	1	2	3	4	5	6
12	In general, I feel confident and positive about myself.	1	2	3	4	5	6
13	I tend to worry about what other people think of me.	1	2	3	4	5	6
14	I do not fit very well with the people and the community around me.	1	2	3	4	5	6
15	When I think about it, I haven't really improved much as a person over the years.	1	2	3	4	5	6
16	I often feel lonely because I have few close friends with whom to share my concerns.	1	2	3	4	5	6
17	My daily activities often seem trivial and unimportant to me.	1	2	3	4	5	6
18	I feel like many of the people I know have gotten more out of life than I have.	1	2	3	4	5	6
19	I tend to be influenced by people with strong opinions.	1	2	3	4	5	6
20	I am quite good at managing the many responsibilities of my daily life.	1	2	3	4	5	6
21	I have the sense that I have developed a lot as a person over time.	1	2	3	4	5	6
22	I enjoy personal and mutual conversations with family members or friends.	1	2	3	4	5	6

23	I don't have a good sense of what it is I'm trying to accomplish in life.	1	2	3	4	5	6
24	I like most aspects of my personality.	1	2	3	4	5	6
25	I have confidence in my opinions, even if they are contrary to the general consensus.	1	2	3	4	5	6
26	I often feel overwhelmed by my responsibilities	1	2	3	4	5	6
27	I do not enjoy being in new situations that require me to change my old familiar ways of doing things.	1	2	3	4	5	6
28	People would describe me as a giving person, willing to share my time with others.	1	2	3	4	5	6
29	I enjoy making plans for the future and working to make them a reality.	1	2	3	4	5	6
30	In many ways, I feel disappointed about my achievements in life.	1	2	3	4	5	6
31	It's difficult for me to voice my own opinions on controversial matters.	1	2	3	4	5	6
32	I have difficulty arranging my life in a way that is satisfying to me.	1	2	3	4	5	6
33	For me, life has been a continuous process of learning,changing and growth.	1	2	3	4	5	6
34	I have not experienced many warm and trusting relationships with others.	1	2	3	4	5	6
35	Some people wander aimlessly through life, but I am not one of them.	1	2	3	4	5	6
36	My attitude about myself is probably not as positive as most people feel about themselves.	1	2	3	4	5	6
37	I judge myself by what I think is important, not by the values of what other's think is important.	1	2	3	4	5	6
38	I have been able to build a home and a lifestyle for myself that is much to my liking.	1	2	3	4	5	6

39	I gave up trying to make big improvements or changes in my life a long time ago.	1	2	3	4	5	6
40	I know that I can trust my friends, and they know they can trust me.	1	2	3	4	5	6
41	I sometimes feel as if I've done all there is to do in life.	1	2	3	4	5	6
42	When I compare myself to friends and acquaintances, it makes me feel good about who I am.	1	2	3	4	5	6

IV. Well-Being Scale at Workplace

Sl.No	Particulars	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1	Over the past six month, my work made me feel happy	1	2	3	4	5
2	Over the past six month, my work made me feel proud	1	2	3	4	5
3	Over the past six month, my work made me feel active	1	2	3	4	5
4	Over the past six month, my work made me feel distressed	1	2	3	4	5
5	Over the past six month, my work made me feel upset	1	2	3	4	5
6	Over the past six month, my work made me feel depressed	1	2	3	4	5
7	Over the past six month, my work made me feel annoyed	1	2	3	4	5
8	Over the past six month, my work made me feel bored	1	2	3	4	5
9	In my work, I achieve my potential	1	2	3	4	5
10	In my work, I overcome challenges	1	2	3	4	5
11	In my work, I advance in the goals I set for my life.	1	2	3	4	5
12	In my work, I do what I really like doing.	1	2	3	4	5
13	In my work, I express what is best in me.	1	2	3	4	5