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SELF-COMPASSION AND PSYCHOLOGICAL WELL-BEING AS THE PREDICTORS OF HUMOUR AMONG CORPORATE EMPLOYEES: A GENDER BASED STUDY

Abstract:

Humour has a significant role in people's lives, assisting them in living better lives and overcoming daily challenges. Humour has a favourable impact on a variety of aspects of daily life, including relationships, job, and education. The present investigation aims to study self-compassion and psychological well-being as predictors of humour among corporate employees. The study focused on gender-based analysis. The total 116 corporate employee's data was collected, out of which 60 were females and 56 were males. Three scales were used to in the study: Self-Compassion Scale(SCS) (Neff, K. D., 2003), Psychological well-being(Li, R. H., 2014), Multidimensional Sense of Humor Scale (MSHS) (Thorson, J., 2007). Dimensions of self-compassion and psychological well-being were studied independently as predictors. Descriptive statistics, Pearson's product moment correlation and stepwise multiple regression analysis was used to analyse the data. Results of the study revealed that self-kindness, common humanity, self-judgement, and mindfulness emerged as predictors in females on the other hand, personal growth emerged as predictor in males. Furthermore, common humanity and self-judgement emerged as predictors in overall sample. Hence, the findings suggests that females focus on self-kindness, common humanity, self-judgement, and mindfulness whereas, males only focused on their personal growth with respect to humour in work culture. Additionally, common humanity and self-judgement are the main factors which predicts humour among corporate employees.

Keywords: self-compassion, psychological well-being, humour, correlation & step-wise multiple regression.

INTRODUCTION:

Humour: Humour is an important aspect of human interaction that is used to lighten the mood, break down barriers, and build connections between people. Humour is not just a source of entertainment, but it also serves as a coping mechanism for individuals in times of stress or adversity. It can be expressed in many different forms, including jokes, satire, irony, sarcasm, and parody. The use of humour has been studied extensively by psychologists, sociologists, and communication scholars, revealing its positive impact on health, relationships, and overall well-being. In this context, it is important to explore the various

functions, mechanisms, and effects of humour to understand its role in human communication and society. According to James Thorson (2007), there are four dimensions of humour: Cognitive (*ability to understand and appreciate humorous material*), emotional (*subjective experience of pleasure and amusement*), social (*use of humour in social interactions and relationships*) and coping (*use of humour in dealing with stress and adversity*).

Psychological well-being: The general level of an individual's psychological, intellectual, and social functioning is referred to as their well-being. It includes experiencing pleasant feelings, having a sense of meaning and purpose in life, managing stress well, maintaining good relationships, and feeling fulfilled by life (Ryff C. D., 1989). Some key components of psychological well-being include: emotional regulation (*ability to manage and regulate one's emotions effectively*), autonomy (*ability to make independent choices and act on them*), self-acceptance (*ability to accept oneself and feel comfortable with who one is*), personal growth (*ability to pursue and achieve personal goals and feel a sense of accomplishment*), positive relationships (*ability to form and maintain positive relationships with others*), purpose in life (*the ability to identify and pursue a sense of meaning and purpose in life*) (Ryff, C. D et.al., 2015). Psychological well-being is important because it is closely linked to a person's overall quality of life and happiness. It is also associated with better physical health, higher productivity, and more fulfilling relationships.

Self-compassion: Compassion is the ability to show empathy, affection, and care for others who are struggling is known as compassion and self-compassion is defined as possessing three (empathy, affection, and care) connected elements that appear with suffering and failing (Neff K., 2003). Each element consists of two parts: the affirmation of one construct and the presence of another. These three ideas are: (a) treating oneself with kindness and understanding rather than with self-criticism; (b) viewing one's fallibility as a part of the greater human condition to be experienced rather than as isolating; and (c) mindfully holding one's negative emotions and thoughts without avoiding or overidentifying with them (Barnard & Curry 2012). Many often out of a fear of giving in to self-indulgence or self-pity, nice individuals who are typically kind find it challenging to be kind to themselves. However, achieving emotional well-being might be challenging if one is unable to accept their own flaws.

According to Kristin D. Neff (2003), there are six dimensions of self-compassion: Self-kindness(*extent to which people are kind, supportive, and understanding toward themselves in times of suffering, failure, or inadequacy*),self-judgement(*extent to which people are self-critical, harsh, and judgmental toward themselves in response to negative experiences or feelings*), common humanity(*extent to which people recognize that their experiences of suffering, failure, and inadequacy are part of the shared human experience and that others also go through similar experiences*),isolation(*extent to which people feel isolated or disconnected from others when they experience difficulties or negative feelings*), mindfulness(*extent to which people are aware of their cognitions and feelings in a non-judgmental and accepting way, without becoming overwhelmed or over-identified with them*), and over-identification(*extent to which people become over-identified with their negative thoughts and feelings, believing that they define who they are and that they cannot change*).

REVIEW OF LITERATURE:

Studies on humour have been conducted for many years, but it wasn't until the 1970s that humour was studied as a psychological concept (Robinson, M. D., &Ryff, C. D., 1999). Sense of humour is linked to psychological well-being. According to several studies in the scientific literature, people who perceive themselves to be amusing or who self-identify as having a sense of humour may have a mental attitude that makes them more likely to live longer (Moody, 2011; Yoder &Haude, 1995).

A sense of humour broadens one's perspective on the outside world and provides insight into one's inner self (Thorson & Powell, 1993). A sense of humour has been demonstrated to be an indicator of successful adaptation (Verdeau-Paillés J.&Laharie, 1998). Indeed, successful individuals often have a keen sense of humour (Poon, Martin, Clayton, Messner, Noble & Johnson, 1992). As a result, humour plays a significant part in people's lives, assisting them in improving their quality of life and coping with everyday challenges (Holden, 1993; Moody, 1979; Robinson, M. D., &Ryff, C. D., 1999).

According to several psychological studies, using humour helps build relationships, boost self-esteem, and reduce stress and anxiety (Astedt-Kurki& Isola, 2001; Bauer &Geront, 1999; Beck, 1997; Buffum &Brod, 1998; Johnson, 2002; Moran & Massan, 1999; Savage &Canody, 1999; Sheldon, 1996). In addition, humour can serve as a helpful tool for coping with deceit, loss, sadness, remorse, and to build self-esteem (Astedt-Kurki&Liukkonen, 1994). Humour has been used to bridge social gaps between people and help them relax

6 97 during procedures and tests in the setting of healthcare (Robinson, M. D., & Ryff, C. D., 1999;
98 Wooten, 2002).

99 The relationship between humour and the wellbeing of Finnish police commanders was
100 researched by Kerkkänen, Kuiper, and Martin (2004). Sev'er and Ungar (1997) evaluated the
101 impacts of gender and status on tolerance for gender-based humour and the impact of the
102 same characteristics on acceptability of such humour in the classroom, at social gatherings,
103 and at family gatherings based on a survey of first-year university students and teachers. The
104 findings revealed that tolerance ratings were influenced by status, gender, and their
105 interactions. Thorson, Powell, Sarmany-Schuller, and Hampes (1997) used the MSHS to
106 show that scores in the scale related favourably to several aspects of psychological health,
107 such as self-esteem, creativity, and optimism. They also found a correlation between sense of
108 humour and these factors.

109 OBJECTIVES:

- 110 1. To examine the intercorrelation between humour, self-compassion and psychological
111 well-being.
- 112 2. To examine the intercorrelation between humour, self-compassion and psychological
113 well-being of males and females.
- 114 3. To explore the predictors of humour among females, males and overall, of corporate
115 sector.

116 HYPOTHESES:

117 H1. There exists a significant relationship between humour (HU), self-compassion (SC) viz.
118 self-kindness (SK) (H1a), common-humanity (CH) (H1b), mindfulness (MDFL) (H1c), self-
119 judgement (SJ) (H1d), isolation (ISL) (H1e) and over-identified (OID) (H1f)
120 and psychological well-being (PWB) viz. self-acceptance (SA) (H1g), autonomy (AUT)
121 (H1h), personal-growth (PG) (H1j), environmental-mastery (EM) (H1k), positive
122 relations with others (PRO) (H1l) and purpose of life (POL) (H1m) in overall sample.

123 H2. There exists a significant relationship between humour (HU), self-compassion (SC) viz.
124 self-kindness (SK) (H2a), common-humanity (CH) (H2b), mindfulness (MDFL) (H2c),
125 self-judgement (SJ) (H2d), isolation (ISL) (H2e) and over-identified (OID) (H2f)
126 and psychological well-being (PWB) viz. self-acceptance (SA) (H2g), autonomy (AUT)
127 (H2h), personal-growth (PG) (H2j), environmental-mastery (EM) (H2k), positive
128 relations with others (PRO) (H2l) and purpose of life (POL) (H2m) in females (M).

- 129**H3.** There exists a significant relationship between humour (HU), self-compassion (SC) viz.
 130 *self-kindness (SK) (H3a), common-humanity (CH) (H3b), mindfulness (MDFL) (H3c),*
 131 *self-judgement (SJ) (H3d), isolation (ISL) (H3e) and over-identified(OID) (H3f)*
 132 *and psychological well-being (PWB) viz. self-acceptance (SA) (H3g), autonomy (AUT)*
 133 *(H3h), personal-growth (PG) (H3j), environmental-mastery (EM) (H3k), positive*
 134 *relations with others (PRO) (H3l) and purpose of life(POL)(H3m) in males (M).*
- 135**H4.** Self-compassion (SC){(*self-kindness(SK) (H4a), common-humanity(CH) (H4b),*
 136 *mindfulness(MDFL) (H4c), self-judgement(SJ) (H4d), isolation (ISL) (H4e) and over-*
 137 *identified(H4f)*} and psychological well-being (PWB) {*self-acceptance (SA) (H4g),*
 138 *autonomy (AUT) (H4h), personal-growth (PG) (H4j), environmental-mastery (EM)*
 139 *(H4k), positive relations with others (PRO) (H4l) and purpose of life(POL)(H4m)*} will
 140 emerge as predictors of humour (HU) in females(F).
- 141**H5.** Self-compassion (SC) {(*self-kindness (SK) (H5a), common-humanity (CH) (H5b),*
 142 *mindfulness (MDFL) (H5c), self-judgement (SJ) (H5d), isolation (ISL) (H5e) and over-*
 143 *identified(H5f)*} and psychological well-being (PWB) {*self-acceptance (SA) (H5g),*
 144 *autonomy (AUT) (H5h), personal-growth (PG) (H5j), environmental-mastery (EM)*
 145 *(H5k), positive relations with others (PRO) (H5l) and purpose of life(POL)(H5m)*} will
 146 emerge as predictors of humour (HU) in male (M).
- 147**H6.** Self-compassion (SC) {(*self-kindness (SK) (H6a), common-humanity (CH) (H6b),*
 148 *mindfulness (MDFL) (H6c), self-judgement (SJ) (H6d), isolation (ISL) (H6e) and over-*
 149 *identified(H6f)*} and psychological well-being (PWB) {*self-acceptance (SA) (H6g),*
 150 *autonomy (AUT) (H6h), personal-growth (PG) (H6j), environmental-mastery (EM)*
 151 *(H6k), positive relations with others (PRO) (H6l) and purpose of life(POL)(H6m)*} will
 152 emerge as predictors of humour (HU) in overall sample.

153 **METHODOLOGY:**

154 **Sample:** A sample of 116 full-time corporate employees were studied from the region of
 155 Panchkula and Mohali IT sector. The total sample were further divided into two groups based
 156 on gender: Females (F=60) and Males (M=56). Respondents in this sample ranged from 28-
 157 38 years of age. In order to maintain anonymity and confidentiality, participants were not required to
 158 write their names. For informed consent, the purpose of this study was announced before they filled in
 159 the questionnaires. They were assured that the information provided would be used solely for
 160 research purpose.

161 **Measuring instruments:** In the present investigation, following standardized scales were
162 used:

163 i. To measure humour, Multidimensional Sense of HumorScale (MHSH) developed
164 byThorson and Powell (1993) was used. The scale consists of 24-item scale with four
165 dimensions: humour production, humour coping, humour enjoyment, and attitudes
166 towards humor/humorous persons. Each item is rated on a 5-point Likert-type scale,
167 with responses ranging from strongly disagree (0) to strongly agree (4). The overall
168 score ranged between 0 and 96 (4 x 24). Items 12, 13, 15, 16, 20, and 22 are negative
169 assertions that must be scored in reverse (i.e., 0 = 4, 1 = 3). A high score on this scale
170 indicates that the person has a good sense of humour. The scale's Cronbach alpha was
171 0.91.

172 ii. To measure self-compassion, The Self-compassion Scale developed by Neff, k. d.
173 (2003) was used. The scale includes 26 items that assess six aspects of self-compassion:
174 self-kindness, self-judgment, common humanity, isolation, mindfulness, and over-
175 identification. Respondents assess each item on a 5-point Likert-type scale ranging from
176 nearly never (1) to almost usually (5) based on their agreement. The mean of subscale
177 item responses is used to compute subscale scores. Cronbach's alpha was 0.87 (95%
178 confidence interval = 0.85-0.90) and ranged between 0.72 and 0.79 for the six subscales.

179 iii. To measure the psychological well-being, The Psychological Well-being Scale
180 developed by Ryff, C. D et.al., (2010) was used. The scale consists of 18 items answered
181 on a 7-point Likert scale (1: strongly disagree to 7: strongly agree), and the six
182 dimensions of psychological well-being are: Self-Acceptance (SA), Positive Relations
183 with Others (PRO), Autonomy (AUT), Environmental Mastery (EM), Purpose in Life
184 (POL), and Personal Growth (PG). Thus, greater scores for each scale correspond to
185 higher degrees of wellbeing, with values ranging from 3 to 18. Cronbach's alpha was
186 0.88, with aggregated subscale alphas ranging from 0.72 to 0.88, except for 0.57 for
187 autonomy. Some items with a negative orientation were reversed prior to statistical
188 analysis.

189 **Data analysis:** Data was scored, organized, coded and analysed by using statistical packages for
190 social science (SPSS)26. Descriptive statistics, Pearson's product moment correlation and stepwise
191 multiple regression analysis were applied. The analysis produced the following results.

192 RESULTS

193 The results of the study are interpreted into three parts: I. Descriptive statistics, II.
194 Correlational analysis, II. Regression analysis.

195 **I. Descriptive statistics:** Mean, standard deviation, range, coefficient variance, skewness,
196 and kurtosis were calculated for females ($N1=60$) and males ($N2=56$) as showed in
197 Table-1. The mean (M) and standard deviation (SD) are given to explain the variation.
198 The values of skewness (Skw) and kurtosis (Ku) are near zero (within range of -2 and
199 +2) and are considered to be acceptable to prove normal univariate distribution
200 (George & Mallery, 2019). Hence, as the values obtained on all the variables fall
201 under this paradigm that they are sufficiently normally distributed to enable the use of
202 these parametric tests.

203 **II. Correlational analysis:** The magnitude of correlation was checked between all the
204 variables under study by applying Pearson's product moment method for females
205 ($F=60$) and males ($M=56$). Table 1 shows the correlation coefficients for females,
206 males and overall sample. Correlational analysis for overall sample showed that
207 *personal growth(PG)* ($r=0.24$), *environmental-mastery(EM)* ($r=0.25$), *purpose of*
208 *life(POL)* ($r=0.35$), *self-kindness(SK)* ($r=0.35$), *common humanity(CH)* ($r=0.35$), and
209 *mindfulness(MDFL)* ($r=0.28$) are positively related with humour (HU) at 0.01 level
210 whereas, *self-acceptance(SA)* ($r=0.18$) and *autonomy(AUT)* ($r=0.18$) at 0.05 level with
211 humour (HU). Further, *Self-judgement (SJ)* ($r=-0.27$) at 0.01 level and isolation (ISL)
212 ($r=-0.22$) and *over-identification(OID)* ($r=-0.18$) at 0.05 level are negatively related
213 with humour (HU).

214 Results of correlational analysis for females shows that humour (HU) shows positive
215 correlation with *self-kindness (SK)* ($r=0.58$), *common-humanity (CH)* ($r=0.55$) and
216 *mindfulness (MDFL)* ($r=0.36$) at 0.01 level whereas with *self-acceptance*
217 *(SA)* ($r=0.29$) and *environmental mastery (EM)* ($r=0.25$) at 0.05 level of
218 significance, whereas humour (HU) shows negative relation with *self-judgement (SJ)*
219 ($r=-0.38$) and *isolation (ISL)* ($r=-0.39$) at 0.01 level while with *over-identified (OID)*
220 ($r=-0.26$) at 0.05 level of significance.

221 On the other hand, results of correlational analysis for males shows that humour found
222 to be positively correlated with *personal growth (PG)* ($r=0.34$) at 0.01 level and, with
223 *autonomy (AUT)* ($r=0.32$) and *positive relations with others (PRO)* ($r=0.29$) at 0.05
224 level of significance.

III. Regression analysis: Stepwise multiple regression analysis was performed to evaluate if different dimensions of self-compassion and psychological well-being predicts humour among females and males of corporate sector. Tolerance (T) values shows the relationship between predictor variables and its value ranges between 0-1. The tolerance value that is near to '0' shows the high and strong relation. R-square (R^2) shows that how much variance is accounted in dependent variable by the predictor variable (independent variable). Further the ANOVA model (F-ratio) helps in manipulating the factors directly and measures the change resulted in dependent variable. The Beta (β) values measure the strength of relationship between independent and dependent variable. Thus, the high beta (β) value shows the high influence on dependent variable by independent variable. The result of stepwise multiple regression shows that three variables act as predictors in females (F) for humour (HU).

At step-1, *self-kindness* (SK) $\{\Delta R^2=0.35; F(1,58)=30.63; p \leq 0.01\}$; step-2, *common-humanity* (CH) $\{\Delta R^2=0.07; F(2,57)=19.52; p \leq 0.01\}$, step-3, *self-judgement* (SJ) $\{\Delta R^2=.06; F(3,56)=15.73; p \leq 0.01\}$ and lastly at step-3, *mindfulness* (MDFL) $\{\Delta R^2=0.06; F(4,55)=14.57; p \leq 0.01\}$. The multiple correlation of all the predictor variables is found to be 0.721 (R) which accounted for 52% variance in humour (HU). *Self-kindness* (SK) ($\beta=0.51$) and *common-humanity* (CH) ($\beta=0.47$) exerts significant positive influence whereas, *self-judgement* (SJ) ($\beta=-0.27$) and *mindfulness* (MDFL) ($\beta=-0.39$) exerts significant negative influence on humour (HU). On the other hand, regression analysis showed that only *personal-growth* (PG) $\{\Delta R^2=0.12; F(1,54)=7.21; p \leq 0.01\}$ emerged as predictor variable and the multiple correlation is found to be 0.43 (R) which accounted for 12% variance that exerts a significant positive influence ($\beta=1.02$) on humour (HU) among males (M).

Regression analysis for overall sample showed that two variables predict humour (HU) in corporate employees. At step-1, *common-humanity* (CH) $\{\Delta R^2=0.12; F(1,114)=16.31; p \leq 0.01\}$ and at step-2, *self-judgement* (SJ) $\{\Delta R^2=0.17; F(2,113)=11.77; p \leq 0.01\}$. The multiple correlation of both the predictors found to be 0.415, by accounting 4% variance which exerts that *common-humanity* (CH) ($\beta=0.31$) positive and *self-judgement* (SJ) ($\beta=-0.22$) negative influence on humour (HU).

DISCUSSION: The present study aims to study the self-compassion and psychological well-being as the predictors of humour in corporate employees. The total sample was 116

258 corporate employees which were further divided based on gender (F=60, M=56) between the
259 age ranges from 28-40 years. The data collected on three scales of self-compassion (Neff, K.
260 D., 2003), psychological well-being (Ryff, C. D., & Keyes, C. L. M., 1995) and
261 multidimensional sense of humour scale (Thorson, J. A., & Powell, F. C., 1993). Descriptive
262 statistics, correlational analysis and stepwise multiple regression analysis was used to
263 compute the results from raw

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	Descriptive statistics												Correlations		
	Overall sample (O=116)				Females (F=60)				Males (M=56)				(O)	(F)	(M)
V	M	SD	Skw	Ku	M	SD	Skw	Ku	M	SD	Skw	Ku	(Humour) HU		
HU	72.81	12.33	-0.36	0.14	72.76	12.93	-0.72	0.39	72.83	11.77	0.15	-0.18	1	1	1
SA	14.63	3.43	-0.38	0.35	16.7	4.15	-0.96	-0.11	14.91	3.97	-0.59	0.15	0.18*	0.29*	0.21
AUT	16.63	4.29	-0.71	-0.23	14.66	3.41	-0.48	0.58	14.58	3.48	-0.29	0.27	0.18*	0.06	0.32*
PG	14.64	3.57	-1.23	1.17	16.63	4.61	-1.56	1.94	16.61	3.96	-0.71	-0.27	0.24**	0.07	0.34**
EM	15.38	3.79	-0.33	-0.11	14.5	3.91	-0.32	-0.36	14.78	3.22	-0.3	0.25	0.25**	0.25*	0.21
PRO	13.55	3.37	-0.26	-0.88	15.91	3.47	-0.41	-0.94	14.82	4.07	-0.05	-0.86	-0.12	0.22	0.29*
POL	17.35	4.11	-0.15	0.01	14.26	3.21	-0.14	0.07	12.78	3.42	-0.09	0.04	0.35**	-0.07	-0.17
SK	3.47	0.82	-0.15	0.01	2.85	0.64	-0.14	0.07	2.55	0.68	-0.09	0.04	0.35**	0.58**	0.13
CH	3.55	0.74	-0.13	-0.11	3.68	0.75	-0.46	-0.01	3.41	0.71	0.19	0.44	0.35**	0.55**	0.11
MDFL	3.63	0.68	-0.19	0.09	3.68	0.72	-0.43	0.29	3.58	0.64	0.09	0.04	0.28**	0.36**	0.18
SJ	2.92	0.78	-0.09	0.31	2.78	0.78	0.21	0.22	3.08	0.76	-0.42	1.18	-0.27**	-0.38**	-0.15
ISL	2.79	0.94	0.05	-0.19	2.72	0.94	0.15	-0.15	2.87	0.94	-0.05	-0.07	-0.22*	-0.39**	-0.03
OID	2.95	0.81	-0.39	0.37	3	0.79	-0.09	0.56	2.91	0.83	-0.67	0.18	-0.18*	-0.26*	-0.11

V-Variables, O-Overall, F-Females, M-Males, HUMR-Humour, V=Variables, SA- self-acceptance, AUT-Autonomy, PG-Personal growth, EM-Environmental mastery, PRO-Positive relations with others, POL-Purpose of life, SK-Self-kindness, CH-common-humanity, MDFL-Mindfulness, SJ-Self-judgement, ISL-Isolation, OID-Over-identified, ** = Significance at 0.01, * = Significance at 0.05, M-Mean, SD-standard deviation, Skw-Skewness, Ku-Kurtosis.

TABLE 1: Shows the descriptive statistics and correlation coefficients (humour) of overall sample, males and females.

TABLE 2: Shows the predictors of humour (HU) in females, males and overall sample.

DV	Sample	N	Step	Predictors	R	R ²	ΔR ²	F	df	β	Sig	r	T
HU	F	60	1	SK	.588a	0.35	0.35	30.63	1/58	0.51	0.00	0.43	0.42
			2	CH	.638b	0.41	0.07	19.52	2/57	0.47	0.00	0.44	0.54
			3	SJ	.676c	0.46	0.06	15.73	3/56	-0.27	0.01	-0.34	0.88
			4	MDFL	.717d	0.52	0.06	14.57	4/55	-0.39	0.01	-0.33	0.39
	M	56	1	PG	PG	.343a	0.12	0.12	1/54	1.02	0.01	0.35	0.99
	O	116	1	CH	.354a	0.125	0.12	16.31	1/114	0.31	0.00	0.32	0.97
			2	SJ	.415b	0.172	0.04	11.77	2/113	-0.22	0.01	-0.23	0.97

DV=Dependant variable, F=Females, M=Males, O=Overall sample, R=Multiple correlation, R²=Proportion of the total variance in the DV, ΔR²=R Square change, F-F-Ratio, df-degree of freedom, β -Beta, Sig.-level of significance, r-partial correlation, T-tolerance value, HU-Humour, SK-Self-kindness, CH-Common humanity, SJ-self-

judgement, MDFL-Mindfulness, PG-Personal growth.

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data by using SPSS-26. Skewness and kurtosis were found to be in the range of normality to further proceed with the parametric statistics.

Results of correlational analysis showed that humour issignificantly related with self-compassion (H1, H2) (positively *with self-kindness, common-humanity, mindfulness and negatively with self-judgement, isolation, over-identification*) and psychological well-being (H3,H4) (positively with *self-acceptance, autonomy, personal-growth, environmental mastery, purpose of life*). Correlation analysis for females showed that humour is significantly related with self-compassion (H1) (positively *with self-kindness, common-humanity, mindfulness and negatively with self-judgement, isolation, over-identification*) and psychological well-being (H3) (positively *with self-acceptance, environmental mastery*). Correlational analysis for males, humour showed positive significant relation with *psychological well-being* (H4) viz *autonomy, personal-growth, positive relations with others*. In support of hypotheses (H1, H2, H3, H4), the association between teenage humour styles, self-compassion, and values was examined by Zafer, B. A., and DİLMAÇ, B. (2019). The results of the study indicated that there was a positive linear relationship between values and humour styles, as well as a positive linear relationship between humour styles and self-compassion. This relationship was also evident between adolescents and values and self-compassion.

Further, results of stepwise multiple regression indicated that common-humanity and self-judgement as self-compassion predicts humour in corporate employees. *Self-kindness (H5a), common humanity (H5b), self-judgement (H5d), mindfulness (H5c)* as self-compassion(H5) emerged as predictors of humour in female corporate employees. Interestingly, only *personal growth (H5i)* as psychological well-being predicts humour in males of corporate sector. The relationship between humour and psychological well-being has been the focus of increasing positive psychology research. Humour has been linked to favourable psychological effects in several research, in line with hypothesis (H5), Sousa and Jose (2016), suggested that humour is a complicated idea that is closely related to wellbeing and is based on individual experiences. Achieving balance in the social and psychological domains, life requires psychological well-being and for psychological well-being to develop and perform as intended, it must be at its peak (Chetna and Sharma 2019).

Moreover, research by *Khramtsova, I. I., &Chuykova, T. S. (2016)* revealed that *self-compassion* and mindfulness may function as predictors of humour styles; that is, individuals who exhibited *higher levels of self-compassion and mindfulness were more likely to* employ

adaptive humour rather than maladaptive humour. But depending on the culture, these two factors' relative contributions to the variation in humour styles varied. Neff (2003) states that another indicator of subjective well-being is self-compassion. Thus, those who possess high levels of compassion and do not engage in harmful behaviours, such as exaggerating unpleasant emotions and ideas, have higher psychological levels of life satisfaction than those who do not possess self-compassion (Deniz, Arslan, Özyeşil, & İzmirli, 2012). Those who have high degrees of self-compassion treat themselves with kindness and understanding as opposed to criticism and judgement. Therefore, the idea of self-compassion acts as a protective barrier against unpleasant events. When things go wrong in life, it makes people feel good about themselves (Leary, Adams, Allen, & Hancock, 2007).

Suggestions and limitations:

Present investigation was aimed to explore the predictors of humour in corporate settings. As work pressure, daily tasks etc. increases the level of stress and frustration, it is important to make work environment, friendly and healthy. This study would help the managers of corporate sectors to understand the psychological well-being and self-compassion of employees while considering their genders in work environment. No study is without limitations, the major limitation of the study is that the sample is collected from only IT sector (Mohali, Panchkula) other areas of working professionals were not included. Therefore, in future, researchers can consider other areas also. Further, the present investigation focused only the age ranges 28-38, while ignoring the other ages. Our study's conclusions might not provide all the answers, as there have been few or no prior studies conducted in this field, which makes it challenging to evaluate our findings. Still, the addition of cross-cultural studies on humour styles, self-compassion, and mindfulness enhances the area of positive psychology.

Conclusion:

Despite the limitations, the present investigation confirmed significant relationship between humour and various dimensions of psychological well-being as well as self-compassion among males and females of corporate sector. The study specifically revealed the significant predictors of humour in males and females. Personal growth as psychological well-being was found to be advantageous to males whereas, self-kindness, common-humanity, self-judgement, and mindfulness as self-compassion was advantageous to females. Although positive psychology has long explored the topic of humour, this study adds something new by examining different forms of self-compassion and well-being as indicators of humour.

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