

 ISSN (O): 2320-5407 ISSN (P): 3107-4928	Journal Homepage: www.journalijar.com INTERNATIONAL JOURNAL OF ADVANCED RESEARCH (IJAR) Article DOI:10.21474/IJAR01/22174 DOI URL: http://dx.doi.org/10.21474/IJAR01/22174	
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RESEARCH ARTICLE

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

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Manuscript Info

Manuscript History

Received: 12 September 2025
Final Accepted: 14 October 2025
Published: November 2025

Key words:-

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

Abstract

Humour plays a significant role in enhancing daily life, helping individuals cope with challenges and positively influencing relationships, work, 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 standardized 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 Humour 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 suggest 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 predict humour among corporate employees.

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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. It 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 which 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) and 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 crucial as it enhances overall quality of life and happiness, promotes better physical health, increases productivity, and supports more fulfilling relationships.

Self-compassion: Compassion is the ability to feel and show empathy, care, and warmth toward those who are suffering. Self-compassion applies these same qualities inward, especially during personal struggle or failure (Neff, 2003). It includes treating yourself with kindness instead of criticism, recognizing that imperfection is part of being human, and mindfully acknowledging difficult emotions without avoiding or exaggerating them (Barnard & Curry, 2012). Many people hesitate to be kind to themselves out of fear of seeming self-indulgent, but accepting one's flaws is essential for emotional well-being. 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:-

Humour has long been a subject of interest, but its formal study as a psychological construct emerged in the 1970s (Robinson & Ryff, 1999). A sense of humour has been consistently linked to psychological well-being, influencing mental attitudes, resilience, and overall quality of life. Individuals who perceive themselves as humorous often exhibit traits associated with longer life expectancy, enhanced coping skills, and greater personal adaptation (Moody, 2011; Yoder & Haude, 1995; Thorson & Powell, 1993; Verdeau-Paillés & Laharie, 1998). Research indicates that humour not only broadens individuals' perspectives and provides insight into their inner selves but also serves as an indicator of successful adaptation and achievement (Poon et al., 1992). It contributes to improving quality of life and helps individuals manage everyday stressors and challenges (Holden, 1993; Robinson & Ryff, 1999). Furthermore, humour has been shown to strengthen interpersonal relationships, enhance self-esteem, and reduce stress and anxiety (Astedt-Kurki & Isola, 2001; Bauer & Geront, 1999; Beck, 1997; Buffum & Brod, 1998; Johnson, 2002; Moran & Massan, 1999; Sheldon, 1996).

It also functions as a coping mechanism in situations involving loss, grief, or emotional distress and has practical applications in healthcare settings, helping to bridge social gaps and ease anxiety during procedures (Astedt-Kurki & Liukkonen, 1994; Wooten, 2002). Several studies have explored the relationship between humour and psychological well-being in specific populations. Kerkkänen, Kuiper, and Martin (2004) examined Finnish police commanders and found humour to be associated with occupational well-being. Sev'er and Ungar (1997) investigated gender and status influences on tolerance for gender-based humour, revealing that these factors significantly affected acceptability in social and academic contexts. Additionally, Thorson, Powell, Sarmany-Schuller, and Hampes (1997) demonstrated that sense of humour, as measured by the MSHS, positively correlated with self-esteem, creativity, optimism, and overall psychological health. Overall, the literature suggests that humour is a multifaceted psychological resource, contributing to emotional resilience, social adaptation, and overall mental well-being, highlighting its relevance for both research and practical interventions in workplace and clinical settings.

Need of the study: Humour contributes to better coping, relationships, and overall quality of life, yet few studies have explored the psychological factors that predict it in the corporate sector. Examining self-compassion and psychological well-being as predictors can provide insights into fostering emotional resilience and a positive work environment. Investigating gender differences further allows for tailored strategies to support both male and female employees effectively. This study addresses these gaps, highlighting the role of key psychological traits in promoting humour at work.

Objectives:-

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

Hypotheses:-

- H1.** There exists a significant relationship between humour (HU), self-compassion (SC) viz. self-kindness (SK) (H1a), common-humanity (CH) (H1b), mindfulness (MDFL) (H1c), self-judgement (SJ) (H1d), isolation (ISL) (H1e) and over-identified (OID) (H1f) and psychological well-being (PWB) viz. self-acceptance (SA) (H1g), autonomy (AUT) (H1h), personal-growth (PG) (H1j), environmental-mastery (EM) (H1k), positive relations with others (PRO) (H1l) and purpose of life (POL) (H1m) in overall sample.
- H2.** There exists a significant relationship between humour (HU), self-compassion (SC) viz. self-kindness (SK) (H2a), common-humanity (CH) (H2b), mindfulness (MDFL) (H2c), self-judgement (SJ) (H2d), isolation (ISL) (H2e) and over-identified (OID) (H2f) and psychological well-being (PWB) viz. self-acceptance (SA) (H2g), autonomy (AUT) (H2h), personal-growth (PG) (H2j), environmental-mastery (EM) (H2k), positive relations with others (PRO) (H2l) and purpose of life (POL) (H2m) in females (M).
- H3.** There exists a significant relationship between humour (HU), self-compassion (SC) viz. self-kindness (SK) (H3a), common-humanity (CH) (H3b), mindfulness (MDFL) (H3c), self-judgement (SJ) (H3d), isolation (ISL) (H3e) and over-identified (OID) (H3f) and psychological well-being (PWB) viz. self-acceptance (SA) (H3g), autonomy (AUT) (H3h), personal-growth (PG) (H3j), environmental-mastery (EM) (H3k), positive relations with others (PRO) (H3l) and purpose of life (POL) (H3m) in males (M).
- H4.** Self-compassion (SC) {(self-kindness (SK) (H4a), common-humanity (CH) (H4b), mindfulness (MDFL) (H4c), self-judgement (SJ) (H4d), isolation (ISL) (H4e) and over-identified (H4f)} and psychological well-being (PWB) {self-acceptance (SA) (H4g), autonomy (AUT) (H4h), personal-growth (PG) (H4j), environmental-mastery (EM) (H4k), positive relations with others (PRO) (H4l) and purpose of life (POL) (H4m)} will emerge as predictors of humour (HU) in females (F).
- H5.** Self-compassion (SC) {(self-kindness (SK) (H5a), common-humanity (CH) (H5b), mindfulness (MDFL) (H5c), self-judgement (SJ) (H5d), isolation (ISL) (H5e) and over-identified (H5f)} and psychological well-being (PWB) {self-acceptance (SA) (H5g), autonomy (AUT) (H5h), personal-growth (PG) (H5j), environmental-mastery (EM) (H5k), positive relations with others (PRO) (H5l) and purpose of life (POL) (H5m)} will emerge as predictors of humour (HU) in male (M).
- H6.** Self-compassion (SC) {(self-kindness (SK) (H6a), common-humanity (CH) (H6b), mindfulness (MDFL) (H6c), self-judgement (SJ) (H6d), isolation (ISL) (H6e) and over-identified (H6f)} and psychological well-being (PWB) {self-acceptance (SA) (H6g), autonomy (AUT) (H6h), personal-growth (PG) (H6j), environmental-mastery (EM) (H6k), positive relations with others (PRO) (H6l) and purpose of life (POL) (H6m)} will emerge as predictors of humour (HU) in overall sample.

Methodology:-

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

Inclusion criteria: Participants were required to be full-time corporate employees working in the IT sector of Panchkula or Mohali. They must have held their position for at least one year. Only individuals between 28 and 38 years of age were included. Participants also needed to be willing to provide informed consent and be available to complete the questionnaire.

Exclusion criteria: Individuals who were part-time, contractual employees, or interns were excluded from the study. Participants falling outside the 28–38 age range or those unwilling to provide consent or who submitted incomplete responses were excluded as well. Additionally, individuals with severe physiological or psychological disorders were not included in the sample.

Measuring instruments:

In the present investigation, following standardized scales were used:

- i. To measure humour, Multidimensional Sense of Humor Scale (MHSH) developed by Thorson and Powell (1993) was used. The scale consists of 24-item scale with four dimensions: humour production, humour coping, humour enjoyment, and attitudes towards humor/humorous persons. Each item is rated on a 5-point Likert-type scale, with responses ranging from strongly disagree (0) to strongly agree (4). The overall score ranged between 0 and 96 (4 x 24). Items 12, 13, 15, 16, 20, and 22 are negative assertions that must be scored in reverse (i.e., 0 = 4, 1 = 3). A high score on this scale indicates that the person has a good sense of humour. The scale's Cronbach alpha was 0.91.
- ii. To measure self-compassion, The Self-compassion Scale developed by Neff, k. d. (2003) was used. The scale includes 26 items that assess six aspects of self-compassion: self-kindness, self-judgment, common humanity, isolation, mindfulness, and over-identification. Respondents assess each item on a 5-point Likert-type scale ranging from nearly never (1) to almost usually (5) based on their agreement. The mean of subscale item responses is used to compute subscale scores. Cronbach's alpha was 0.87 (95% confidence interval = 0.85-0.90) and ranged between 0.72 and 0.79 for the six subscales.
- iii. To measure the psychological well-being, The Psychological Well-being Scale developed by Ryff, C. D et.al., (2010) was used. The scale consists of 18 items answered on a 7-point Likert scale (1: strongly disagree to 7: strongly agree), and the six dimensions of psychological well-being are: Self-Acceptance (SA), Positive Relations with Others (PRO), Autonomy (AUT), Environmental Mastery (EM), Purpose in Life (POL), and Personal Growth (PG). Thus, greater scores for each scale correspond to higher degrees of wellbeing, with values ranging from 3 to 18. Cronbach's alpha was 0.88, with aggregated subscale alphas ranging from 0.72 to 0.88, except for 0.57 for autonomy. Some items with a negative orientation were reversed prior to statistical analysis.

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

Results:-

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

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

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

Results of correlational analysis for females shows that humour (HU) shows positive correlation with self-kindness (SK) ($r=0.58$), common-humanity (CH) ($r=0.55$) and mindfulness (MDFL) ($r=0.36$) at 0.01 level whereas with self-acceptance (SA) ($r=0.29$) and environmental mastery (EM) ($r=0.25$) at 0.05 level of significance, whereas humour (HU) shows negative relation with self-judgement (SJ) ($r=-0.38$) and isolation (ISL) ($r=-0.39$) at 0.01 level while with over-identified (OID) ($r=-0.26$) at 0.05 level of significance. On the other hand, results of correlational analysis for males shows that humour found to be positively correlated with personal growth (PG) ($r=0.34$) at 0.01 level and, with autonomy (AUT) ($r=0.32$) and positive relations with others (PRO) ($r=0.29$) at 0.05 level of significance.

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) ($\Delta R^2=0.06$; $F(3,56)=15.73$; $p\leq 0.01$) 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).

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

V	Descriptive statistics												Correlations		
	Overall sample (O=116)				Females (F=60)				Males (M=56)				(O)	(F)	(M)
	M	SD	Skw	Ku	M	SD	Skw	Ku	M	SD	Skw	Ku	(Humour)) HU		
HU	72.81	12.33	-.36	.14	72.76	12.93	-.72	.39	72.83	11.77	.15	-.18	1	1	1
SA	14.63	3.43	-.38	.35	16.7	4.15	-.96	-.11	14.91	3.97	-.59	.15	.18*	.29*	.21
AUT	16.63	4.29	-.71	-.23	14.66	3.41	-.48	.58	14.58	3.48	-.29	.27	.18*	.06	.32*
PG	14.64	3.57	-1.23	1.17	16.63	4.61	-1.56	1.94	16.61	3.96	-.71	-.27	.24**	.07	.34**
EM	15.38	3.79	-.33	-.11	14.5	3.91	-.32	-.36	14.78	3.22	-.3	.25	.25**	.25*	.21
PRO	13.55	3.37	-.26	-.88	15.91	3.47	-.41	-.94	14.82	4.07	-.05	-.86	-.12	.22	.29*
POL	17.35	4.11	-.15	.01	14.26	3.21	-.14	.07	12.78	3.42	-.09	.04	.35**	-.07	-.17
SK	3.47	.82	-.15	.01	2.85	0.64	-.14	.07	2.55	.68	-.09	.04	.35**	.58**	.13
CH	3.55	.74	-.13	-.11	3.68	.75	-.46	-.01	3.41	.71	.19	.44	.35**	.55**	.11
MDFL	3.63	.68	-.19	.09	3.68	.72	-.43	.29	3.58	.64	.09	.04	.28**	.36**	.18
SJ	2.92	.78	-.09	.31	2.78	.78	.21	.22	3.08	.76	-.42	1.18	-.27**	.38**	-.15
ISL	2.79	.94	.05	-.19	2.72	.94	.15	-.15	2.87	.94	-.05	-.07	-.22*	.39**	-.03
OID	2.95	.81	-.39	.37	3	.79	-.09	.56	2.91	.83	-.67	.18	-.18*	-.26*	-.11

V-Variables, O-Overall, F-Females, M-Males, HU-Humour, 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 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	.35	.35	30.63	1/58	.51	.00	.43	.42
			2	CH	.638b	.41	.07	19.52	2/57	.47	.00	.44	.54
			3	SJ	.676c	.46	.06	15.73	3/56	-.27	.01	-.34	.88
			4	MDFL	.717d	.52	.06	14.57	4/55	-.39	.01	-.33	.39
	M	56	1	PG	PG	.343a	.12	0.12	1/54	1.02	.01	.35	.99
	O	116	1	CH	.354a	.12	.12	16.31	1/114	.31	.00	.32	.97
			2	SJ	.415b	.17	.04	11.77	2/113	-.22	.01	-.23	.97
DV=Dependant variable, F=Females, M=Males, O=Overall sample, R=Multiple correlation, R ² = Proportion of the total variance in the DV, ΔR ² =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.													

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 study examined self-compassion and psychological well-being as predictors of humour among 116 corporate employees (60 females, 56 males) aged 28–40 years. Data were collected using the Self-Compassion Scale (Neff, 2003), Psychological Well-Being Scale (Ryff & Keyes, 1995), and the Multidimensional Sense of Humour Scale (Thorson & Powell, 1993). Descriptive statistics, correlation, and stepwise multiple regression analyses were conducted using SPSS-26, with skewness and kurtosis within normal limits, allowing for parametric testing.

Results of correlational analysis showed that humour is significantly 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, & İzmirlı, 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: 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 of Mohali and 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 study highlights the importance of humour in enhancing psychological well-being and self-compassion among corporate employees, with implications for promoting personal growth in males and fostering self-kindness, mindfulness, and connectedness in females. These findings suggest that interventions incorporating humour could be tailored to support emotional resilience and overall mental health in the workplace. Incorporating humour-based strategies into employee wellness programs may therefore improve job satisfaction, reduce stress, and strengthen interpersonal relationships.

Acknowledgements:-

- ◆ **Author Contribution :** The author was involved in all stages, from conceptualizing to approving the article.
- ◆ **Declaration of Conflicting Interests:** The authors reported no potential conflicts of interest regarding the research, authorship, or publication of this article.
- ◆ **Ethical Statement:** Ethical standards were maintained.
- ◆ **Funding:** The authors received no financial support for the research, authorship and/or publication of this article.
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