

Spirituality, Adversity Quotient and Psychological Well-Being among Working Professionals: The Mediating Role of Adversity Quotient and Gender Differences

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Abstract:

The present study aimed to examine the relationship between spirituality, adversity quotient, and psychological well-being among working professionals, with special reference to the mediating role of adversity quotient and gender differences. The sample comprised of 160 working professionals (80 males and 80 females) aged between 25 and 45 years, employed in various corporate and private sector organizations. The participants were administered the Spirituality Scale (Delaney, 2003) and Ryff's Psychological Well-Being Scale (Ryff & Singer, 1998), along with a standardized measure of adversity quotient. Descriptive statistics, independent samples t-test, Pearson's correlation, and regression-based mediation analysis were employed to analyse the data. Results revealed significant gender differences in spirituality, adversity quotient, and psychological well-being, with females scoring higher on spirituality and psychological well-being, while males reported comparatively lower levels of adversity quotient. Correlation analysis indicated significant positive relationships among spirituality, adversity quotient, and psychological well-being. Further, mediation analysis demonstrated that adversity quotient significantly mediated the relationship between spirituality and psychological well-being, suggesting that higher levels of spirituality enhance individuals' capacity to cope with adversities, which in turn contributes to better psychological well-being. The findings highlight the crucial role of spirituality as an internal resource in strengthening adversity-handling capacity and promoting psychological well-being among working professionals.