

The Relationship of Hope with Life Satisfaction through the Path of Resilience

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Abstract

This research aims to check the mediating role of resilience between the relationships of hope with life satisfaction. Hope and mindfulness are independent variables and life satisfaction is the dependent variable. This is cross-sectional research and data was collected from 350 employees of an engineering company randomly. Simple linear and multiple regression analyses are performed for testing the hypotheses of the study. Results indicate that hope has a direct positive impact on life satisfaction and resilience respectively. Moreover, resilience is partially mediating the relationship of hope with life satisfaction. The current study considers only the employees of Mott MacDonald Group. Current research is a case study on Mott MacDonald Group, so cannot generalize the results on other types of industry and describes only a few predictors of life satisfaction. Future researches will also conduct on the same kind of engineering firm for generalization. In future researches, some other variables as predictors and outcomes may also include for explaining the phenomenon of life satisfaction. It is also beneficial to conduct this kind of research on sectors like the textile sector, banking sector, and telecom sector. Life satisfaction is very supportive for the organizations to maintain balance in work and lives of employees which may result in dedicated employees. The proposed research model of life satisfaction is satisfactorily supported by empirical tests.

Keywords: Resilience, Hope, Life Satisfaction, Mott MacDonald Group

Introduction

Life satisfaction is a major concern for organizations and organizations are formulating policies to resolve this issue (Kubiszewski, et al., 2020). Gamble and Garling (2012) stated that life satisfaction is the state which comes from the achievement of life goals and it is found that adults are more satisfied with their life with time.

Another independent variable of the research is hope. Hope is the emerging trend for the researchers (McConnell et al., 2017). Hope protect against inner vulnerabilities or harsh life circumstances (Morote, Hjemdal, Krysinska, Uribe, & Corveleyn 2017). Hope can be conceptualized as positive expectations about possible and significant future events (Schrank, Stanghellini, & Slade 2008; Griggs 2017). It is commonly seen that hope has a positive impact on several variables.

Hope is directly linked with life satisfaction (Gilman, Dooley, & Florell, 2006). Life satisfaction is the outline of the individual's achievements as a whole life (Bardo, 2010). Life satisfaction is an important factor to measure the individual life consequences and due to that, you can also predict the future mental state of that person (Lightsey et al. 2013). This is also empirically tested that hope has a positive influence on life satisfaction (Gungor & Avci 2017; Dwivedi & Rastogi 2016; Bailey, Eng, Frisch & Snyder 2007; Raats, Adams, Savahl, Isaacs & Tiliouine 2019; Ng, Chan, & Lai 2014).

Life satisfaction is generally accepted as the imperative well-established domain of positive functioning, well-being, and happiness (Suldo et al. 2006; Proctor & Linley 2014). Life satisfaction is positively associated with a large number of psychological, individual behavioral, intrapersonal, interpersonal, and social variables (Proctor et al., 2009). Researches illustrate that a better level of life satisfaction is more beneficial for achieving professional success (Siahpush, Spittal, & Singh, 2008; Xu & Roberts, 2010; Antaramian 2017), for achieving organizational sustainability (Barbosa-Póvoa, da Silva, & Carval/ho, 2018) and for society development (Johnson, Midgley, & Chichirau, 2018).

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Life satisfaction (LS) depicts individual well-being because of quality of life and personal delight (Lim et al., 2017).

In Brazil, 54% of people of the lower class are happy and satisfied with their jobs (Campara et al., 2017). The same results are prevailing in people of the same class in South Africa (Meyer & Dunga, 2014; Campara et al., 2017). Netherland is considered one of the happiest countries in the world. In the previous two decades, 9 out of 10 young accounted that they were pleased in their lives (Statistics Netherlands [CBS], 2017). Around 85 % of adults affirm that they are happier with their lives and job as well. On the other hand, in the previous ten years, people of America have accounted drastically low level of happiness which is ranges from 31-35 % (Sifferlin, 2017). McCarthy, (2019) examine that 47-59 % of people of the USA have acknowledged that they are satisfied with their lives and 49 % of people are accounted that they are satisfied with their jobs (Pew Research Center, 2016). A report explains that overall 21% of people are highly dissatisfied with their lives in Europe whereas, 21.6 % of people are highly satisfied, and 54.4% of people have a medium level of life satisfaction (Explained, 2015). Campara, et al., (2017) examines that most of the people with low income suffer from dissatisfaction in their lives. It is also observed that people of old age in China are much dissatisfied with their lives (Hu, et al., 2016). Özsoy et al., (2014) conducted their research on Turkish private and public sector employees and found that approximately half of the employees were not satisfied with their lives. The above discussion also indicates that life satisfaction is crucial for individuals and organizations in advanced countries.

Satisfaction with life is still considered as an emerging issue and appealing upsurge responsiveness in developing countries (Montero, & Vásquez, 2014). Pakistan is a developing country and there is still room to explore the phenomenon of employee life satisfaction in different job settings. There are some studies which identifies the determinants of life satisfaction (Kahill 1988; Karasek and Theorell 1990; Guest 2002; Dawal and Taha2006; Zelenski et al., 2008; Noviantoro & Jehng 2010; Silva, et al., 2012; Kwok et al., 2014; Guzi and de Pedraza Garcia 2015; Ayala, et al., 2016; Gorsy and Panwar 2016; Taşdelen-Karçkay and Bakalım 2017; Soomro et al., 2018). Due to the above reason current research considers hope, mindfulness, and resilience as predictors of life satisfaction.

The current study is designed to solve the problem regarding Life Satisfaction. For this purpose, current research will conduct quantitative research which aims to examine the direct impact of potential antecedents like Hope, Resilience on Life Satisfaction. Hope has positive influence on life satisfaction (Gungor & Avci 2017; Dwivedi & Rastogi 2016; Bailey, Eng, Frisch & Snyder 2007; Raats, Adams, Savahl, Isaacs & Tiliouine 2019; Ng, Chan, & Lai 2014). To the best of the researcher's knowledge, no previous research uses hope, resilience, and life satisfaction in a single model. Similarly, no previous research finds the mediating effect of resilience between the relationship of hope and life satisfaction.

As, comprehensive framework of current research is unexplored in developing countries especially in the engineering sector so it is important to explore the proposed phenomenon in the Pakistani cultural context. Moreover, it also examines that the comprehensive framework for developing countries for Hope, Mindfulness, Resilience, and life satisfaction in a single model.

The current study is conducted on The Mott MacDonald Group. This is an engineering firm. Mott was established in 1902 and MacDonald & Partners was established in 1927. In 1989 both firms declared the merger. The Mott MacDonald Group is "a consultancy with headquarters in the United Kingdom. It employs 16,000 staff in 150 countries". Mott MacDonald is one of the largest employee-owned companies in the world. In 1970 Mott MacDonald established the legal entity in Pakistan. Their regional offices are in Lahore, Islamabad, Peshawar, and Karachi.

Mott MacDonald also working with Provisional governments on BRT Project KPK, Metro Lahore, and Orange line train Lahore, Metro Rawalpindi, and Metro Multan etc. Most of Mega Electricity Generation /IPPs projects are also covered by them. Mott MacDonald is facilitating approximately 1200 employees in Pakistan. These are the competitors of Mott MacDonald's in Pakistan 1-Danfoss (Pakistan & MNC) 2- Descon (Pakistan & MNC) 3-Maaksons (Pakistan) 4-Bismillah Engineering (Pakistan) 5-Habib Rafiq Engineering (Pakistan) 6-ECOFYS (MNC Expat) 6-Blue Bear Energy (Mnc Expat) 7-Uni Per (MNC Expat) 8-Leap Holding Group (MNC Expat) 9-BECA (MNC Expat) 10-Aurecon (MNC Expat) 11-M2p Consulting (MNC Expat).

Current research is designed to check the mediating role of resilience between the relationships of hope with life satisfaction. Hope is an independent variable and life satisfaction is the dependent variable.

Research Objectives

Following are the research objectives of this study.

- 1- To analyze the impact of Hope on Life satisfaction and Resilience in employees of MMP.
- 2- To evaluate the impact of Resilience on Life Satisfaction in employees of MMP
- 3- To analyze the mediating role of Resilience in the relationship of Hope and Life Satisfaction in employees of MMP.

Rationale of the Study

Firstly- According to Kubiszewski, et al., (2020) life satisfaction still emerges as a substantial area of research and a policy tool and it is important to explore this phenomenon in employees. This research explores the comprehensive framework for developing countries for hope, resilience, and life satisfaction in a single model. Secondly- thematically this research grouped hope, resilience, and life satisfaction in a single model which is rarely addressed in the engineering sector of developing countries. Thirdly- The current study also examines the mediating role of resilience for the relationship of hope with life satisfaction. Fourthly- In line with activity theory, this research is significantly contributing to literature by incorporating activity theory factors in life satisfaction in terms of Hope and Resilience.

Literature Review

Life Satisfaction

Life satisfaction is a detailed outcome and it is described as a level of pleasure with life that should remain consistent over time. The intensity of life satisfaction consists of the individual's feelings about life events instead of the real situation of that individual's life. Although, in real life is the situation such as unhealthy physical body and mental disorder or illness may affect life satisfaction. Different factors change based on social class, society and culture, and trust and faith within the same type of society (Pavot & Diener, 2008; Dudek, Białaszek & Ostaszewski 2016). Fonberg and Smith (2019) differentiated the construct of current mood, happy life, and life satisfaction. They observed within the undergraduate students the satisfaction on the life scale (Diener, Emmons, Larsen, & Griffin, 1985; Steve 2016). Life satisfaction is affected by certain other factors as well such as bad life circumstances. Life satisfaction gets stable as an individual passes his life years from young to adults (Diener et al., 1985; Kim, Woo & Uysal 2015). Broadly life satisfaction can be defined as “a judgment of diverse spheres of one’s life (satisfaction with school life) or global evaluation about life (overall satisfaction about whole life) (Diener 2000; Diener & Diener 1995; Irmak & Kuruu`zu`m, 2009).

Life satisfaction is mostly studied and important concept under positive psychology. Life satisfaction is depending on the good and bad effects of life. Life satisfaction has gained importance in management literature as well as in psychology literature (Bozkurt & Sönmez, 2016). This means that life satisfaction is an important concept for both psychology and management as well. Researches illustrate that a better level of life satisfaction is more beneficial for achieving professional success (Antaramian 2017), for achieving organizational sustainability (Barbosa-Póvoa, da Silva, & Carval/ho, 2018), and for social development (Johnson, Midgley, & Chichirau, 2018). Life satisfaction (LS) depicts individual well-being based on quality of life and personal delight (Lim et al., 2017). Broadly life satisfaction can be defined as “a judgment of diverse spheres of one’s life (satisfaction with school life) or global evaluation about life (overall satisfaction about whole life) (Diener 2000; Diener & Diener 1995; Irmak & Kuruu`zu`m, 2009).

Satisfaction with life is still considered as an emerging issue and appealing upsurge responsiveness in developing countries (Montero, & Vásquez, 2014). Pakistan is a developing country and there is still room to explore the phenomenon of employee life satisfaction in different job settings. There are some studies which identifies the determinants of life satisfaction (Kahill, 1988; Karasek & Theorell 1990; Guest 2002; Dawal & Taha2006; Zelenski et al., 2008; Noviantoro & Jehng 2010; Silva, et al., 2012; Kwok et al., 2014; Guzi & de Pedraza Garcia 2015; Ayala, et al., 2016; Gorsy & Panwar 2016; Taşdelen-Karçkay & Bakalim 2017; Soomro et al., 2018). Due to the above reason current research considers hope and resilience as predictors of life satisfaction.

Hope

Hope is a positive dimension to study further about life satisfaction to understand clearly. It can be defined as "Hope means to expect to happen something positive in the future or coming days" (McConnell et al., 2017). There are different researches are being conducted on the subject or concept of hope (McConnell et al., 2017). Hope is a central psychological state needed for those striving to overcome (Munoz, Hoppes, Hellman, Brunk, Bragg & Cummins 2018). Hope is one of the factors in coping, is future-oriented, and is considered to be multidimensional by most researchers (Kirmani, Sharma, Anas & Sanam 2015). Hope protect against inner vulnerabilities or harsh life circumstances (Morote, Hjemdal, Krysinska, Uribe, & Corveleyn 2017). Hope plays a critical role in life satisfaction. Kirmani, et al., (2015) explained that Hope has a positive effect on Resilience.

Resilience

Different researchers had tried to define what the actual meaning of resilience is and how it does directly relevant to life events and activities. McElwee (2007) said that resilience is the Latin terminology and its literal meaning is to jump back. Agaibi and Wilson (2005) also said that resilience is the capacity of any object to reinstate its first form even though it is temporarily changed due to outside forces it may bend down its shape. Some other researchers define resilience by less focusing on its facts, they see resilience as a constant personality characteristic or the capability of an individual to remain safe from adverse effects from risk and adversity (Everall et al., 2006; Fritz, de Graaff, Caisley, Van Harmelen & Wilkinson 2018). Its implication is the person's capacity to return. Waugh, Fredrickson, and Taylor (2008); Oshio, Taku, Hirano, and Saeed (2018) suggested that resiliency is the capability to apply in life particularly to remain away from the effects of every day changing and retrieve very quickly from stressors. Everall et al, (1997) also defined that resilience can be considered as the good one attribute for an individual to remain away from psychopathology and work as per routine activities even by avoiding risk factors. Although, there are different definitions of resilience are available, still, some researchers do not consider resilience as the constant attribute and certain outcome but they consider it as an uncertain process and changes with time as per the life activities and experiences (Everall et al, Palmer, 1997).

Resilience plays an important role to be affected by the results of childhood and young adult activities. Many researchers have focused on its functionality and its implication to cope with and adapt to the different challenges. Hall & Webster (2007); Haverfield and Theiss (2017) suggested that resilience can be a real-time factor to avoid stress and a fine technique to remain away from alcohol and such harmful things. Waugh et al. (2008) also join the argument that resilience may provide a strong and positive attribute to the personality to live a better life. Bond, (2017) said that resilience holder personality holds such attributes which able them to adapt and implement likewise life events and their results without considering uncertain impact on their lives. Other's may have considered the benefits of resilience due to its different internal and external impacts, which also play an important to remain safe from any negative effects. Haverfield and Theiss (2017) suggested that it may provide improved and better results to both legitimate risk like parentage alcoholism or mental disease and other demanding life events, such as household economic issues and a failure in parentage. To understand the nature and core of the resilience different researchers have researched and signified different defensive factors (Constantine et al., 1999; Everall et al., 2006; Hall, 2007; Haverfield, Theiss & Leustek 2016; Barnová, Tamášová, & Krásna, 2019; Canchola 2020). These studies show that there is not only one aspect or attribute, but it is a blend of many factors, which may happen inside and outside of an individual and it provides a base to promote resilience and positive functionality. Individual attribute which may be considered as the protective process including an above-average IQ level and high-level cognitive thinking (Everall et al., 2006; Marco 2018).

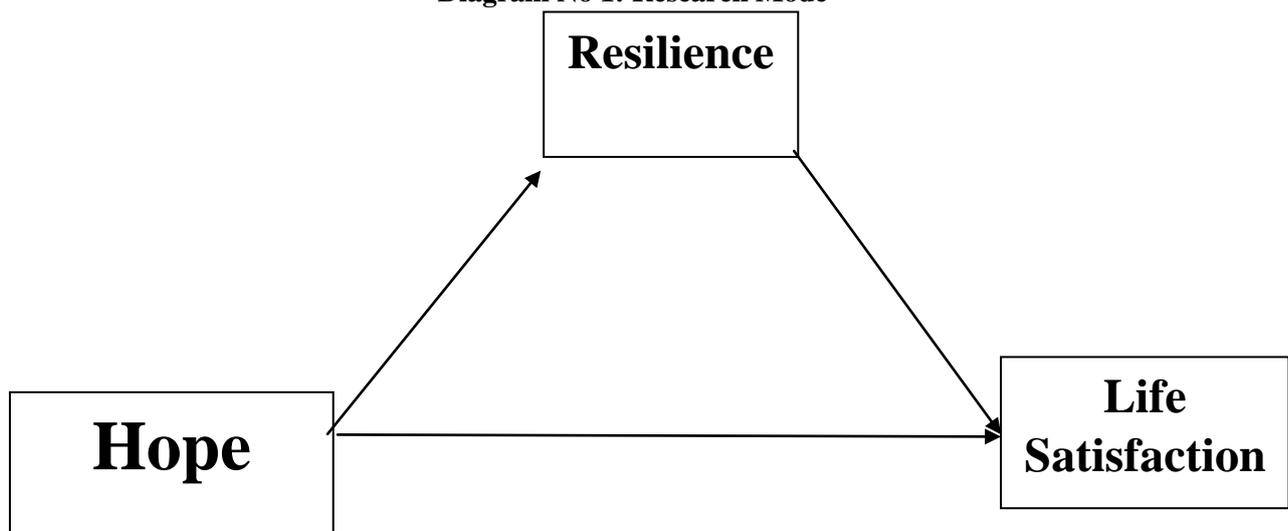
Relationship of Life Satisfaction with Hope and Resilience

Studies describe that hope is very much linked with satisfaction, self-worth, own importance, depression, and anxiety (Canty-Mitchell, 2001; Marques, Lopez, Fontaine, Coimbra, & Mitchell, 2015). It also has been seen particularly among the middle school students that hope is the major factor for being less affected by others and victim (Atik, 2009), mind approach and qualification progress (Marques, Pais-Ribeiro, & Lopez, 2011), life satisfaction, and lesser depression (Jiang, Huebner, & Hills, 2013). Hope is the literal concept and one of the important factors for life satisfaction. Concepts related to happiness did not get any extraordinary attention from the researchers in other literature and studies as well (Joshnloo et al., 2016). Life satisfaction is the owner and a

general understanding about the whole or particular lifetime in different ways such as family status and academic achievements, life satisfaction shows the real picture of the individual what he wanted and where he reached at the present moment of life (Nemati & Maralani, 2016). At the same time, the gap between the present achievements and what he wanted to achieve in the shape of his wishes lowers the level of life satisfaction (Pavot & Diener, 1993; Diener & Diener, 2009; Nemati & Maralani 2016). Life satisfaction is the outline of the individual's achievements as a whole life (Bardo, 2010). Life satisfaction is an important factor to measure the individual life consequences and due to that, you can also predict the future mental state of that person (Lightsey et al. 2013). Life satisfaction is providing the understanding of the significant state of life as a whole and provides an important aspect of daily life as well (Avsaroglu et al. 2005). Life satisfaction is the result or outcome of the individual's life like satisfaction with school life and outer look of the individual's life particularly as a whole life (Diener & Diener 1995; Diener 2000; Irmak & Kuruu"zu"m 2009). "Life satisfaction is generally referred to as the summation of evaluation regarding a person's life as a whole" (Bardo, 2010). Satisfaction is the concept of wishes, desires, wants, expectations and requirements. But the life satisfaction is particularly consisting of the individual's life achievements (Yilmaz et al. 2010). Life satisfaction does not mean to achieve something at a certain point in life or in a certain situation but in general, life satisfaction comes from the different perspective of life in different moments and as a whole life such as happiness and spirit of achievement and it should provide an internal sense of achievement and relaxation to being a successful person and it should curtail over the negative situation with positive situation (Avsaroglu et al. 2005). Bajaj and Pande (2016) proved that there is a positive effect of Resilience on Life Satisfaction.

Research Model

Diagram No 1: Research Mode



HYPOTHESES

Based on the literature following hypotheses are proposed by this research.

H1 (a): Hope is positively related to Life Satisfaction.

H1 (b): Hope is positively related to Resilience.

H2: Resilience is positively related to Life Satisfaction

H3: Resilience is mediating the relationship of Hope and Life Satisfaction.

METHODOLOGY:

Research Design

This is the cross-sectional research data is collected from the respondents for a single time of study.

Target Population:

Employees of MMP are the target population.

Sample Size:

Data is collected from 350 employees of MMP Pakistan. Based on item response theory 1:10 (McCarthy, & Milner, 2020; Kim 2014; Jackson, 2003).

Sampling Method

Data is collected from four offices of MMP Pakistan with the help of a simple random sampling technique. First, the researcher attained the list of employees and then applies the simple random sampling technique in an excel sheet.

Measurement

Within a quantitative framework, the study was conducted, the data was collecting by questionnaire from respondents of the research. The questionnaire contains demographic information of respondents, hope, mindfulness, resilience, and life satisfaction questionnaires.

Sampling Technique:

Data is collected with the help of simple random sampling from MMP.

Data Collection

Data is collected with the help of a structured questionnaire.

Data Analysis:

Data analysis is done with the help of SPSS 24.

Research Instruments

Employee resilience is measured with the Employee Resilience Scale (Näswall et al., 2015). This scale consists of nine items and uses a 5-point response scale from 1 = almost never to 5 = almost always. Resilience consists of 10-items which was developed by Aloba, et al., (2016) using a five-point Likert type scale from 1 = strongly disagree to 5 = strongly agree.

Life satisfaction measures by 5 item scale which was developed by Di Fabio & Gori (2016) using a five-point Likert type scale from 1 = strongly disagree to 5 = strongly agree.

Mindfulness will be measured with the 6-item scale which was developed by Black et al., (2012) using a five-point Likert type scale from 1 = Rarely to 5 = Almost Always.

Hope will be measured with the help of 4 item scale which was developed by Brooks and Hirsch (2017) using a five-point Likert type scale from 1 = Never to 5 = Always.

Similarly, current research measures the level of life satisfaction with the help of a visual analog rating scale by taking the answer on a 10 cm line with anchor statements on the left (No Level) and the right (High Level) (Roncoroni, et al., 2020).

Result and Discussions

Reliability Analysis

Table No 1: Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .725 | 5 |

According to Zikmund, Carr, Babin, and Griffin, (2013) data is reliable if the value of Cronbach's Alpha ≥ 0.60 . The above table indicates that this value is 0.725 for life satisfaction. This means that the value is greater than 0.60 so the data is reliable.

Table No 2 Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .773 | 09 |

According to Zikmund, Carr, Babin, and Griffin, (2013) data is reliable if the value of Cronbach's Alpha ≥ 0.60 . The above table indicates that this value is 0.773 for resilience. This means that the value is greater than 0.60 so the data is reliable.

Table No 3 Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .708 | 4 |

According to Zikmund, Carr, Babin, and Griffin, (2013) data is reliable if the value of Cronbach's Alpha ≥ 0.60 . The above table indicates that this value is 0.704 for hope. This means that the value is greater than 0.60 so the data is reliable.

Correlation Analysis

Table 4. Correlation Analysis

| | Life Satisfaction | Hope | Resilience |
|-------------------|-------------------|---------|------------|
| Life Satisfaction | 1 | | |
| Hope | 0.336** | 1 | |
| Resilience | 0.475** | 0.436** | 1 |

The above table describes the correlation analysis of all the variables used in this research. Hope has a positive correlation with life satisfaction and its coefficient of correlation is 0.336. Resilience has a positive correlation with life satisfaction and its coefficient of correlation is 0.475. Resilience has a positive correlation with hope and its coefficient of correlation is 0.436.

Mediation of Resilience between the relationship of Hope and Life Satisfaction

Diagram 2.

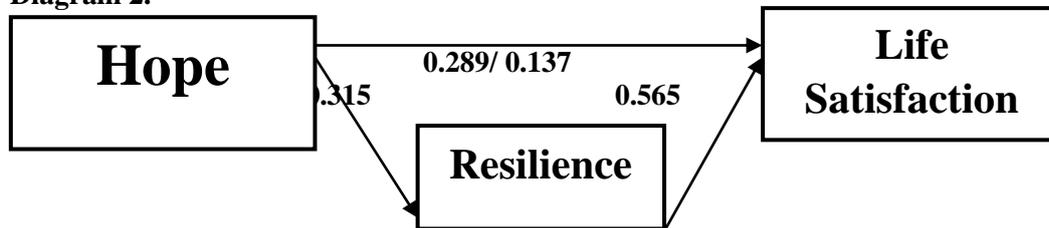


Table No.5 Mediation effect Resilience between the relationship of Hope and Life Satisfaction

| Testing Step of Mediation | “ β” | S.E | F | R ² | Decision |
|--|-------|-------|---------|----------------|------------|
| Step 1 (Path c) Outcome: LS | | | | | |
| Predictor: Hope | 0.289 | 0.043 | 44.380 | 0.113 | 0.000<0.01 |
| Step 2 (Path a) Outcome: Resilience | | | | | |
| Predictor: Hope | 0.315 | 0.035 | 81.712 | 0.226 | 0.000<0.01 |
| Step 3A (Path b) Outcome: LS | | | | | |
| Predictor: Resilience | 0.565 | 0.056 | 101.465 | 0.312 | 0.000<0.01 |
| Step 3B Path (c’) Outcome: LS | | | | | |
| Mediator: Resilience | 0.483 | 0.059 | | | 0.000<0.01 |
| Predictor: Hope | 0.137 | 0.055 | | | 0.002<0.01 |

The above tables explain the influence of hope on life satisfaction. The value of R² is 16.6% which is greater than 9%. This value is > 0.09 or 9 % (Dwyer, Gill & Seetaram, 2012). The value of F is 34.34. This value is also a good one. The value of p of F= 0.000. This value is <0.01. This value is also in an acceptable range.

For effect of Hope on life satisfaction is 0.000. This value is <0.01. This means that hypothesis about the effect of hope on life satisfaction is accepted. The value of β for this relationship is 11.3. This shows that one unit change in hope result in an 11.3% change in life satisfaction.

This result is the same as the results of Gungor and Avci (2017) 43%, Dwivedi and Rastogi (2016) 20%, Bailey, Eng, Frisch and Snyder (2007) 26 %, Raats, Adams, Savahl, Isaacs, and Tiliouine (2019) 37 %, According to Ng, Chan, and Lai (2014) this value is equal to 0.50.

The above tables explain the influence of hope on resilience. The value of R² is 27.2 % which is greater than 9%. This value is > 0.09 or 9 % (Dwyer, Gill & Seetaram, 2012). The value of F is 65.899. This value is also a good one. The value of p of F= 0.000. This value is <0.01. This value is also in an acceptable range.

For effect of Hope on resilience is 0.000. This value is <0.01. This means that hypothesis about the effect of hope on resilience is accepted. The value of β for this relationship is 24.2. This shows that one unit change in hope result in a 24.2% change in resilience.

For effect of resilience on life satisfaction is 0.000. This value is <0.01. This means that hypothesis of about effect of resilience on life satisfaction is accepted. The value of β for this relationship is 56.5. This shows that one unit change in resilience results in a 56.5% change in life satisfaction.

This is also empirically tested that resilience has a positive influence on life satisfaction (Bajaj & Pande 2016; Abolghasemi & Varaniyab 2010; Aboalshamat, Alsiyud, Al-Sayed, Alreddadi, Faqiehi & Almehmadi 2018; Ginevra, Di Maggio, Santilli, Sgaramella, Nota & Soresi 2018); Shi, Wang, Bian, & Wang 2015; Hayat, Khan, & Sadia 2016; Achour & Nor 2014; Yang, Xia, Han & Liang 2018).

This result is same like the results of Bajaj & Pande (2016) $\beta = 0.33$, Abolghasemi, & Varaniyab, (2010) 0.253, Aboalshamat, Alsiyud, Al-Sayed, Alreddadi, Faqiehi and Almehmadi (2018) $\beta = 0.475$, Ginevra, Di Maggio, Santilli, Sgaramella, Nota and Soresi (2018) $\beta = 0.47$, Shi, Wang, Bian, & Wang (2015) $\beta = 0.53$, Hayat, Khan, & Sadia (2016), $\beta = 0.53$, Achour and Nor (2014), $\beta = 0.498$, Yang, Xia, Han and Liang (2018), $\beta = 0.261$, Bester, Naidoo, and Botha, (2016) $\beta = 0.32$ Christopher and Gilbert (2010) 0.10 %, Bajaj and Pande (2016) 0.14 this value is equal to 0.14, All researches were carried out on students of different level and disciplines. Pidgeon and Keye (2014) find the relationship of these variables in workplace setting and noticed that $\beta = 0.23$.

For testing the mediation effect of Resilience, current research uses the method of Baron and Kenny (1986). For mediation analysis, hope is significantly related to life satisfaction ($p < 0.01$); its value of standardized regression coefficient is 0.289, so the first condition of mediation is fulfilled. For the second path "a" in which hope is significantly related to the resilience ($p < 0.01$), its value of standardized regression coefficient is 0.315. So, the second condition of mediation is also fulfilled.

In step 3A, resilience is significantly related to life satisfaction ($p < 0.01$); its value of standardized regression coefficient is 0.565 in path "b". In step 3B, checked the combined effect of hope and resilience on life satisfaction, results are significant ($p < 0.01$) and its value of standardized regression coefficient is 0.137. Therefore, the effect of hope on life satisfaction $\beta = 0.289$, and the standardized regression coefficient of the combined effect of hope and resilience on life satisfaction is 0.137. Beta value is reduced from **0.289 to 0.137** which shows that partial mediation exists, and value of mediation is calculated as $(a-b)/c = (0.289-0.137)/0.289 \Rightarrow 0.53$. These results show that **53%** partial mediation exists due to resilience between hope and life satisfaction.

| Input: | | Test statistic: | Std. Error: | p-value: | |
|----------------|------------------------------------|--|------------------------------------|------------------------------------|------------------------------------|
| a | <input type="text" value="0.315"/> | Sobel test: | <input type="text" value="6.716"/> | <input type="text" value="0.027"/> | <input type="text" value="0.000"/> |
| b | <input type="text" value="0.565"/> | Aroian test: | <input type="text" value="6.698"/> | <input type="text" value="0.026"/> | <input type="text" value="0.000"/> |
| s _a | <input type="text" value="0.035"/> | Goodman test: | <input type="text" value="6.735"/> | <input type="text" value="0.026"/> | <input type="text" value="0.000"/> |
| s _b | <input type="text" value="0.056"/> | <input type="button" value="Reset all"/> | | | |

Sobel test result shows that the indirect effect of resilience between the relationship of hope and life satisfaction is statistically significant ($z = 6.716, p < 0.01$).

Conclusion and Recommendations

The current study examines the relationship between hope, resilience, and life satisfaction. Resilience considers as mediating variable. The current study suggests four hypotheses. Two hypotheses are about the direct relationship and one hypothesis is about the mediating role of resilience for the relation of hope with life satisfaction. It is noticed that hope has a positive impact on life satisfaction. Results also describe that resilience is a better predictor of life satisfaction as compare to hope as its value of β is greater than the value of β for the relationship of hope and resilience. Similarly, resilience has also a significant positive direct effect on life satisfaction. Moreover, resilience is playing its role as a partial mediator between the relationships of hope with life satisfaction respectively.

Limitations

There are some limitations of current research.

- The current study considers only the employees of Mott MacDonald Group.
- Demographic variables were included as control variables.
- Current research is a case study on Mott MacDonald Group, so cannot generalize the results on other types of industry.
- Current research is carried out with the help of a survey questionnaire so there is a chance that results mislead us about actual causes and facts about proposed variables because employees did not express their views.
- Current research also binds the employees to give their responses about proposed variables.
- The current study incorporates only a few predictors of life satisfaction.
- The current study does not incorporate the important consequences of life satisfaction.

Future Researches

- Longitudinal studies will facilitate an understanding of the relationship between the variables in more depth.
- For generalization, in future researches employees same kind of this company such as DANFOSS (Pakistan & MNC), DESCON (Pakistan & MNC), MAAKSONS (Pakistan), BISMILLAH Engineering (Pakistan), HABIB RAFIQ engineering (Pakistan), ECOFYS (MNC Expat), BLUE BEAR ENERGY (MNC Expat), UNI PER (MNC Expat), LEAP HOLDING GROUP (MNC Expat), BECA (MNC Expat), AURECON (MNC Expat) and M2p Consulting (MNC Expat). may also include.
- Due to time and cost-constrained current research is done within the given framework of research, in future researches some other variables as predictors and outcomes may also include for explaining the phenomenon of life satisfaction.
- In the future, this kind of research will also carry out in other sectors like the textile sector, banking sector, and telecom sector.
- It is also worthwhile, to do mixed research i.e. with the help of a survey questionnaire and interviews as well.
- As resilience is the partial mediator between the relationship of hope and mindfulness with life satisfaction, it is better to identify and include some other potential mediator/ mediators for getting the complete mediation.

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