

The Impact of Job Crafting on Workplace Well Being in Teaching Professionals

Pallavi Bhagat^{1*} and Neelika Arora²

¹Assistant Professor, Department of Business Administration, GDC Boys Udhampur, J&K, India.

Email: pallavibhagat25@gmail.com

²Assistant Professor, Department of HRM & OB, Central University of Jammu, J&K, India.

Email: a_neelika@yahoo.com

*Corresponding Author

Abstract: The purpose of the present study is to investigate the impact of job crafting on workplace well being. The concept of job crafting got its identity from the job demands and resources model. Based on the prior job demands and resources model studies, it was hypothesized that the job crafting has an impact on the well being of employees. The hypotheses were tested using descriptive as well as inferential statistics. It was found that there is a dearth of studies on the well being of teaching professionals working in the colleges, especially government degree colleges. So, the study was conducted on the teachers teaching in the government degree colleges (N = 464) of Jammu and Kashmir using questionnaire based on the structured instruments which have already been validated and extensively used. The research methodology adopted included Correlation, Regression and Structural Equation modelling. The results confirmed that the job crafting has actually helped the teaching professionals to get engaged in their work by increasing their workplace well being.

Keywords: Job crafting, Job demands, Job resources, Well being, Workplace well being.

I. INTRODUCTION

The employer in each and every organization search for healthy, talented and committed employees in the prevailing competitive environment. For the employees to work with commitment, the employers try to foster the well being of their employees so that their potential can be well utilized [1], [2]. The main reason behind this is that the engaged employees have always proved to be productive and contented in their work. This shows that these kinds of employees have high degree of well being at workplace. "According to an article published by Access Perks, as of 2017, 51% of the U.S. workforce was not engaged in their jobs. These disengaged employees cost organizations between \$450 and \$550 billion annually due to massive losses of productivity." The organizations thus, are working for the satisfaction of employees and making the organizational environment healthy [3]. The workplace and its environment

have a remarkable impact on the engagement and well being of employees. But if the employees are not consulted in their workplace for their own task as well as the important decisions about them, they tend to feel disengaged and dissatisfied. So, the employees want them to feel happy, contented and satisfied in their workplace. Job crafting is one such thing which gives this opportunity to the employees.

Job Crafting is defined as "actions that employees take to shape, mould, and redefine their jobs" [4]. Job crafting enables the employees to use the autonomy so as to do their job according to their own style, keeping the boundaries of their job in mind [5]. This actually helps the employees to create interest and passion in their job which ultimately increases their performance. Employees prefer not to go to work if they feel separated, exhausted or unwell. They always want to understand and achieve new things and they strive to feel empowered in their job role. They want a feeling of satisfaction in their work. Managers help encourage this by enabling employees to alter their tasks and the relations with other employees. This kind of opportunity provided to the employees is called Job crafting [3]. Job crafting has a positive nature and it is being observed to be linked to many positive workplace aspects of the organizations. Workplace well being is one such concept which is being observed as a consequence of job crafting [3].

Workplace well being has also been identified as the reason behind the potency of the organizations. The well being at workplace is related to the organizational working conditions, safety of that work climate, feelings and emotions of employees [6]. The workplace well being is an opportunity for employers to demonstrate their commitment to the health and well being of their workforce [2]. As per [7], job crafting research is yet to be explored and there is lot to be established about the causal direction of associations more clearly through experiments and longitudinal studies [5]. There is a paucity of studies which describes job crafting and its role in enhancing the workplace well being in case of teaching professionals. From the reviewed literature we have found that there is a dearth of literature that has studied job crafting in teaching context along with its inclusion in JD-R model and well being. So, it is being

examined to specify the relationships existing between job crafting and workplace well being.

II. LITERATURE REVIEW

A lot of studies have revealed that the job of teaching is full of stress and a teacher many a times face sorrowful situations [8], [9], [10], [11], [12]. [13] has suggested that stress of teachers develop intentions to quit the job. Any kind of job can be characterized by two categories; job demands and job resources [14], [15]. The aspects of work and its environment that require employees to put their efforts in doing the job and creates stress are called job demands [14]. Job resources are those aspects of job which are helpful in attaining work goals, overshadow the job demands and help in increasing the learning and development [15], [16]. The job demands and job resources put their influence on the different workplace related concepts.

From the day psychology emerged, the constructs related to the psychological wellness of individuals has gained importance. The research related to the workplace has grabbed attention but much of the research earlier had been done on the negative perspectives [17], [18], [19]. One of such constructs which were taken further by the researchers as a positive aspect occurring in the workplace is “Workplace well being”. The term “Well being” can be defined as the state of mind of an individual regarding the spiritual, mental, social orientation and economic aspects. It has shown its relation with many work associated constructs. The job demands have negatively influenced the teacher well being and their efficacy [20]. And it has been observed that the workplace well being can help increase the performance in the organizations. The psychological front conveys that workplace well being can be defined as the “optimal psychological functioning and experience” [21], [22]. The motivation of teachers and their well being are influenced by the stressors and are shown to be associated with job resources. [23] also suggested in their study that the job demands and job resources of teachers drives well being of teachers. The well being and prosperity of employees go hand in hand in the organizations and has an impact on the growth and success of the organizations [24]. As per [25], there exists a linkage between job demands and job resources; job resources like social support compensate the adverse effect of job demands on the engagement and well being of employees. So, the JD-R model suggests that the job resources may increase the well being of teachers and the job demands may decrease it, thus paving way to motivate the employees. [7] suggested that if there is an imbalance between the perceptions of job and real job demands and job resources, they might engage themselves in job crafting activities. Job crafting is of three types: Task crafting, Cognitive crafting and Relational crafting. As per [26], Perceived autonomy support is associated with Job crafting which is related to workplace well being. According to [27], job crafting is positively related to employee engagement and meaningful work of employees. Also [28] suggested that skill variety and feedback have a positive impact on job crafting. [29] also opined that job crafting has a positive impact on job satisfaction and organizational commitment.

[30] opined that future research on teacher well being at work could benefit the workplace well being research [3]. There is a paucity of studies that test the interventions required to enhance engagement, thereby leading to workplace well being. Since 2011 well being has taken precedence over workplace stress, switching from a narrow responsive view to a more holistic and preventative one. Well being & employee engagement influence performance [31]. Well being strengthens the relationship between employee engagement and performance [31]. Engagement moderates the relationship between psychological workplace climate and overall well being [32].

III. OBJECTIVES OF THE STUDY

- To find the role and impact of job crafting on workplace well being of teaching faculties in government degree colleges.
- To identify the job crafting and workplace well being factors in degree colleges.

IV. METHODOLOGY

The teachers working in the colleges make up the respondents of the present study. The sample size was 464 which is the correct representation for the study. The stratified random sampling technique was used to collect the data from the colleges of Jammu, Kashmir and Ladakh. The data was collected from the male as well as female teaching professionals to measure their well being at workplace. Before the data collection took place, the teachers were conveyed that the purpose of the present study was to find out the effect of job crafting on the workplace well being of the teaching professionals working in the government degree colleges of Jammu, Kashmir and Ladakh. The data was collected through questionnaires.

V. HYPOTHESIS

H1: Job crafting has a positive impact on workplace well being.

[33] opined that job crafting has positive impact on workplace well being. Job crafting enables employees to redesign/reshape their job in such a manner so that their job is in the same direction as their competencies and path to achieve their goals, priorities and in turn getting motivated. Many researchers found that job crafting enhances the capability of employees to balance the job demands, resources and help in increasing the job engagement [34], [35]. [36] postulated that Job crafting predicted intrinsic need satisfaction, which, in turn, predicted employee well being.

Job crafting results in psychological need satisfaction which ultimately results in employee well being at their workplace. Job crafting is positively related to well being as opined by different researchers [35], [36], [37], [38]. So, it can be hypothesised that job crafting is positively related to workplace well being.

VI. MEASURES USED

Workplace well being (WWB) instrument consisted of affective well being scale to assess the affective components of WWB [39], and the Michigan Organizational Assessment Questionnaire (MOAQ; [40] to measure the cognitive component of WWB. Warr’s affective well being scale contain 12 adjectives that measure both positive affect (PA; 6 items) and negative affect (NA; 6 items) across a continuum of emotional arousal (e.g. “cheerful” and “contented” for high and low arousal PA, respectively; “worried” and “depressed” for high and low arousal NA, respectively). The respondents rated their experience on a 5-point scale (1 = never, 5 = all of the time). The MOAQ uses three items to measure global job satisfaction. There were self developed items in this instrument also which were developed and added based on the context of the study. A sample item is “All in all, I am satisfied with my job”. The respondents rated their experience on a 5-point scale (1 = strongly disagree, 5 = strongly agree).

VII. JOB CRAFTING

The Job Crafting Questionnaire (JCQ [40]) has been used in this study. From the literature, it was found that the job crafting embraces a list of 15 items consisting of task, relational, and cognitive crafting: five items for each of task, relational, and cognitive crafting. The respondents were instructed to indicate the extent to which they engaged in each type of behaviour or cognition on a 5-point Likert scale from 1 (hardly ever) to 5 (very often). Sample items are as follows: for task crafting, “choose to take on additional tasks at work”; for relational crafting, “make an effort to get to know people well at work”; and for cognitive crafting, “think about how your job gives your life purpose”.

VIII. PILOT STUDY

A reliability check was performed through Cronbach’s Alpha. The values of Cronbach’s alpha for job crafting and well being variables came out to be 0.805 and 0.751 i.e. greater than 0.5 i.e. the scales are reliable.

TABLE I: RELIABILITY ANALYSIS

Scale	Cronbach’s Alpha	No. of Items
Job crafting	.805	15
Workplace well being	.751	22

IX. ANALYSIS AND INTERPRETATION

A. Factor Analysis (Workplace Well Being)

The factor analysis was applied to workplace well being scale so as to reduce the number of factors using SPSS20. Two factors were obtained which actually validated the used instrument. The two factors being: positive and negative affect as well as job satisfaction which are responsible for the measurement of well being at workplace. The value of Kaiser-Meyer-Olkin came out to be 0.894 shown in Table 2, indicates that the sample is adequate for the study. The factors explained 64% variance which is shown in Table 2.

TABLE II: KMO AND BARTLETT’S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.894
Bartlett’s Test of Sphericity	Approx. Chi-Square	3780.503
	Df	78
	Sig.	.000
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.782
Bartlett’s Test of Sphericity	Approx. Chi-Square	2696.586
	Df	78
	Sig.	.000

The value of KMO measure of sampling adequacy is 0.894 which indicates that the factor analysis has been providing the correct results and the significance level is .000 which is greater than .50 showing that data is significant. Also, 64.76% variability is explained by the factors.

Three factors were obtained which actually validated the used instrument. The factors being: task crafting, cognitive crafting and relational crafting which are responsible for the measurement of job crafting. The value of Kaiser-Meyer-Olkin came out to be 0.782 shown in Table 2, indicates that the sample is adequate for the study. The factors explained 63% variance. The value of KMO measure of sampling adequacy is 0.782 which indicates that the factor analysis has been providing the correct results and the significance level is .000 which is greater than .50 showing that data is significant. Also, 63.14% variability is explained by the factors in the table.

B. Correlation Analysis

Table 3 explains correlation is at .992 which is close to 1. This describes that there exists a strong association between the two

variables i.e. job crafting and workplace well being. The value of Pearson correlation is positive and statistically significant. The p-value is also less than 0.05 which indicates that data is also statistically correlated. The positive value of Pearson correlation implies that if the job crafting in the organizations increase, well being of the employees in their workplace also sees a hike.

TABLE III: CORRELATIONS

		JC	WWB
JC	Pearson Correlation	1	.992**
	Sig. (2-tailed)		.000
	N	464	464
WWB	Pearson Correlation	.992**	1
	Sig. (2-tailed)	.000	
	N	464	464

** . Correlation is significant at the 0.01 level (2-tailed).

C. Regression Analysis

From Table 4, i.e. Regression analysis shows that the value of R came out to be 0.992 which indicates a greater degree of correlation. The value of R² came out to be 0.984 which shows that 98.4% variation is there in workplace well being.

Then from Table 5, it has been found that the model determines workplace well being significantly well. Also, p<0.05, which shows that the regression model statistically significantly determines workplace well being.

TABLE IV: MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.992 ^a	.984	.984	.73910

a. Predictors: (Constant), JC

TABLE V: COEFFICIENTS^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.592	.377		-1.570	.117
	JC	1.011	.006	.992	169.639	.000

a. Dependent Variable: WWB

Regression Equation

$Y = \beta_0 + \beta_1 X_1 + u_i$ where

Y = Workplace Well being

X₁ = Job crafting

Workplace Well being = $\beta_0 + \beta_1 X_1 + u_i$

Workplace Well being = 1.011* Job crafting - 0.592

The β values in Table 5 instruct about the degree to which every antecedent influences the outcome keeping other constructs constant. Workplace well being increases by 1.011 units when the value of Job crafting fit increases by one unit (β = 1.011). If the effects of Job crafting are kept constant, this elucidation is true.

X. DISCUSSION

As evident from the results, it has been found that the job crafting can actually increase workplace well being of employees. Well being is a term that is related to the state of an individual i.e., psychological, spiritual, mental, social and economic state. It has been observed that many individuals are full of zeal at their workplace but others are not properly indulged in what they do. The question about the entities or constructs that can be helpful in motivating those less involved individuals has grabbed limelight in last few decades. [24] opined that the well

being and prosperity of employees has immediate ramifications on organization and it is one of the most important domains and it is quantifiable, manageable and measurable.

There occurred a growth of interest in the workplace well being because since psychology has emerged, it has researched much on human sufferings and unhappiness rather than positive aspects [17]. It has been observed that workplace well being shows positive association with work related consequences. So, the course of action required for the enhancement of workplace well being can help increase or improve performance in the organizations. From a psychological perspective, workplace well being is often defined as optimal psychological functioning and experience. Well being is “optimal psychological functioning and experience” [22].

XI. CONCLUSION

Workplace well being is an important tool that can be achieved through the implementation of job crafting in the organization. Job crafting acts as such a tool that is relevant for providing motivation to the employees. The increasing employee motivation leads to high employee engagement which ultimately provides the employees a satisfactory well being at workplace. The instrument actually provided a platform to get the valid responses of the respondents. The reliability tests confirmed the authenticity and reliability of the questionnaire.

The study shows that there exists a positive relationship between job crafting and workplace well being. The more the employees are provided with the opportunity of crafting their job, the excessive well being they enjoy at their workplace. The main objective of the study was to find out the impact of job crafting on well being at work place. Nowadays, employers have realized that it has become a necessity to be empathetic towards the workforce. The satisfied and happy workforce can actually work with interest and passion and moreover, if they are provided with a sense of freedom to bend the way of doing their job, they can actually act as assets to the organizations.

The study presents an idea of job crafting instead of traditional way of job design in the organizations. Some initiation by the employees is also required so that they can be engaged positively and can enjoy well being at workplace too.

A. Limitations

The sample only included the college teachers of one state which is a limitation. The study can be done in other professions too. The sample size has always been a limit due to time and money constraints. The study has the limitation of being context specific. The study can be replicated in other contexts also. The study has a limitation of being descriptive and cross-sectional. It can be replicated as a longitudinal study also. Apart from all these limitations, the study can be extended by checking the relationships of job crafting and workplace wellbeing with different job demands and resources. The study has its limit of time and resources.

B. Future Scope

As already mentioned in the limitations, the study can be attempted across number of companies too along with other unexplored areas where the concept of job crafting can be implemented practically. The comparative analysis can be done between the Government sector organizations and private organizations. The study can be conducted in global context also. The study can be replicated in different cultural regions and contexts. The study can also consider the personal resources along with job resources and job demands to conduct the study. The qualitative technique can be applied in the studies conducted with same constructs in future. There are many constructs which are relevant to teaching context but could not covered in the study can also be evaluated in future studies like teacher efficacy, teacher resilience and coping strategies etc.

REFERENCES

- [1] N. W. Affrunti, T. Mehta, D. Rusch, and S. Frazier, "Job demands, resources, and stress among staff in after school programs: Neighborhood characteristics influence associations in the job demands-resources model," *Children and Youth Services Review*, vol. 88, pp. 366-374, 2018, doi: 10.1016/j.childyouth.2018.03.031.
- [2] C. Sen, and R. Khandelwal, "Workplace well-being: The role of job crafting, perceived organizational support and perceived autonomy support," *The International Journal of Indian Psychology*, vol. 4, no. 3, pp. 89-91, 2017.
- [3] A. J. Martin, I. Strnadová, V. Hájková, Z. Němec, and L. Květoňová, "Teaching assistants working with students who have a disability: The role of adaptability in enhancing their workplace outcomes," *International Journal of Inclusive Education*, 2019, doi: <https://doi.org/10.1080/13603116.2018.1563646>.
- [4] A. Wrzesniewski, and J. E. Dutton, "Crafting a job: Revisioning employees as active crafters of their work," *Academy of Management Review*, vol. 26, pp. 179-201, 2001.
- [5] M. S. Adil, and M. Baig, "Impact of job demands-resources model on burnout and employee's well-being: Evidence from the pharmaceutical organisations of Karachi," *IIMB Management Review*, vol. 30, no. 2, pp. 119-133, 2018.
- [6] N. Aboobaker, M. Edward, and K. A. Zakkariya, "Workplace spirituality, employee wellbeing and intention to stay: A multi-group analysis of teachers' career choice," *International Journal of Educational Management*, vol. 33, no. 1, 2019.
- [7] M. Tims, and A. B. Bakker, "Job crafting: Towards a new model of individual job redesign," *SA Journal of Industrial Psychology*, vol. 36, no. 2, 2010, doi: 10.4102/sajip.v36i2.841.
- [8] J. J. Hakanen, A. B. Bakker, and W. B. Schaufeli, "Burnout and work engagement among teachers," *Journal of School Psychology*, vol. 43, no. 6, pp. 495-513, 2006.
- [9] S. Johnson, C. Cooper, S. Cartwright, I. Donald, P. Taylor, and C. Millet, "The experience of work-related stress across occupations," *Journal of Managerial Psychology*, 2005.
- [10] S. Liu, and A. J. Onwuegbuzie, "Chinese teachers' work stress and their turnover intention," *International Journal of Educational Research*, vol. 53, pp. 160-170, 2012.
- [11] C. Montgomery, and A. A. Rupp, "A meta-analysis for exploring the diverse causes and effects of stress in teachers," *Canadian Journal of Education*, vol. 28, no. 3, pp. 458-486, 2005.
- [12] J. Stoeber, and D. Rennert, "Perfectionism in school teachers: Relations with stress appraisals, coping styles, and burnout," *Anxiety, Stress, and Coping*, vol. 21, no. 1, pp. 37-53, 2008.
- [13] E. M. Weiss, "Perceived workplace conditions and first-year teachers' morale, career choice commitment, and planned retention: A secondary analysis," *Teaching and Teacher Education*, vol. 15, no. 8, pp. 861-879, 1999.

- [14] E. Demerouti, A. B. Bakker, F. Nachreiner, and W. B. Schaufeli, "The job demands-resources model of burnout," *Journal of Applied Psychology*, vol. 86, no. 3, p. 499, 2001.
- [15] A. B. Bakker, and E. Demerouti, "The job demands-resources model: State of the art," *Journal of Managerial Psychology*, vol. 22, no. 3, pp. 309-328, 2007, doi: 10.1108/02683940710733115.
- [16] A. A. Baker, "ESL teachers and pronunciation pedagogy: Exploring the development of teachers' cognitions and classroom practices," 2011.
- [17] E. Diener, "Subjective well-being," *Psychological Bulletin*, vol. 95, pp. 542-575, 1984.
- [18] M. Jahoda, *Current Concepts of Positive Mental Health*. Basic Books, New York, 1958.
- [19] C. D. Ryff, "Happiness is everything, or is it? Explorations on the meaning of psychological well-being," *Journal of Personality and Social Psychology*, vol. 57, no. 6, p. 1069, 1989.
- [20] E. M. Skaalvik, and S. Skaalvik, "Still motivated to teach? A study of school context variables, stress and job satisfaction among teachers in senior high school," *Social Psychology of Education*, vol. 20, pp. 15-37, 2017, doi: <https://doi.org/10.1007/s11218-016-9363-9>.
- [21] C. L. Keyes, and J. Annas, "Feeling good and functioning well: Distinctive concepts in ancient philosophy and contemporary science," *The Journal of Positive Psychology*, vol. 4, no. 3, pp. 197-201, 2009.
- [22] R. M. Ryan, and E. L. Deci, "On happiness and human potentials: A review of research on hedonic and eudaimonic well-being," *Annual Review of Psychology*, vol. 52, no. 1, pp. 141-166, 2001.
- [23] E. M. Skaalvik, and S. Skaalvik, "Job demands and job resources as predictors of teacher motivation and well-being," *Social Psychology of Education*, vol. 21, no. 5, pp. 1251-1275, 2018.
- [24] T. Rath, and J. Harter, *The Economics of Wellbeing*, Omaha, NE: Gallup Press, 2010. [Online]. Available: http://www.ofyp.umn.edu/ofypmedia/focusfy/The_Economics_of_Wellbeing.pdf
- [25] A. B. Bakker, and E. Demerouti, "The job demands-resources model: State of the art," *Journal of Managerial Psychology*, vol. 22, no. 3, pp. 309-328, 2008, doi: 10.1108/02683940710733115.
- [26] G. R. Slemp, M. L. Kern, and D. A. Vella-Brodrick, "Workplace well-being: The role of job crafting and autonomy support," *Psychology of Well-Being*, vol. 5, no. 1, p. 7, 2015.
- [27] A. V. der Westhuizen, "The influence of employee perceptions of corporate social responsibility on affective commitment," 2019.
- [28] P. Kantén, "The antecedents of job crafting: Perceived organizational support, job characteristics and self-efficacy," *European Journal of Business and Social Sciences*, vol. 3, no. 5, pp. 113-128, 2014.
- [29] C. D. Kirkendall, "Job crafting: The pursuit of happiness at work," Doctoral dissertation, Wright State University, 2013.
- [30] L. Bermejo-Toro, M. Prieto-Ursúa, and V. Hernández, "Towards a model of teacher well-being: Personal and job resources involved in teacher burnout and engagement," *Educational Psychology*, vol. 36, no. 3, pp. 481-501, 2016.
- [31] I. T. Robertson, and C. L. Cooper, "Full engagement: The integration of employee engagement and psychological well-being," *Leadership & Organization Development Journal*, vol. 31, no. 4, pp. 324-336, 2010.
- [32] B. Shuck, and T. G. Reio Jr, "Employee engagement and well-being: A moderation model and implications for practice," *Journal of Leadership & Organizational Studies*, vol. 21, no. 1, pp. 43-58, 2014.
- [33] M. Tims, A. B. Bakker, and D. Derks, "The impact of job crafting on job demands, job resources, and well-being," *Journal of Occupational Health Psychology*, vol. 18, no. 2, p. 230, 2013.
- [34] M. Tims, A. B. Bakker, and D. Derks, "The development and validation of the job crafting scale," *Journal of Vocational Behavior*, vol. 80, pp. 173-186, 2012.
- [35] G. R. Slemp, M. L. Kern, and D. A. Vella-Brodrick, "Workplace well-being: The role of job crafting and autonomy support," *Psychology of Well-Being*, vol. 5, no. 1, p. 7, 2015.
- [36] G. S. Slemp, and D. A. Vella-Brodrick, "Optimising employee mental health: The relationship between intrinsic need satisfaction, job crafting, and employee well-being," *Journal of Happiness Studies*, vol. 15, pp. 957-977, 2014, doi: 10.1007/s10902-013-9458-3.
- [37] K. Nielsen, and J. S. Abildgaard, "The development and validation of a job crafting measure for use with blue-collar workers," *Work & Stress*, vol. 26, no. 4, pp. 365-384, 2012.
- [38] P. Petrou, E. Demerouti, M. C. W. Peeters, W. B. Schaufeli, and J. Hetland, "Crafting a job on a daily basis: Contextual correlates and the link to work engagement," *Journal of Organizational Behavior*, vol. 33, pp. 1120-1141, 2012, doi: 10.1002/.
- [39] P. Warr, "The measurement of well-being and other aspects of mental health," *Journal of Occupational Psychology*, vol. 63, pp. 193-210, 1990, doi: 10.1111/j.2044-8325.1990.tb00521.x.
- [40] G. S. Slemp, and D. A. Vella-Brodrick, "The job crafting questionnaire: A new scale to measure the extent to which employees engage in job crafting," *International Journal of Wellbeing*, vol. 3, pp. 126-146, 2013, doi: 10.5502/ijw.v3i2.1.