

Gratitude and Forgiveness among Working Women

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Abstract—In order to better understand how forgiveness and gratitude, two positive psychological traits interact and impact one another in the context of both personal and professional life, this study investigates the correlation between forgiveness and gratitude among working women. Emotional resilience and interpersonal harmony have become essential components of psychological well-being in an increasingly challenging work environment. In positive psychology, qualities like forgiveness and gratitude are commonly mentioned as being linked to prosocial behaviour, emotional resilience, and better mental health outcomes. However, there is still an inadequate amount of empirical study examining how they interact, particularly among working women. By empirically examining the relationship between forgiveness and gratitude in this population, our study seeks to close that gap.

Key words: *gratitude, forgiveness, working women, positive psychology, emotional well-being, mental health.*

1. INTRODUCTION

Positive psychology aims to promote psychological well-being by removing negativity, directing emotions, and channelling thinking (Frederickson, 2004). It also contributes to the facilitation of a workplace environment and, in certain cases, a society (Watkins, 2004).

The present age is the era of feminism, and women today are multi-talented. Females are increasingly leading professionally in many areas of life, beyond just household responsibilities. Female labour force participation aligns with inclusive practices in successful economies such as Italy and Japan. According to Sachs (2013), these nations prioritise educating and skilling women to expand their economies with little expenditures. Over the last 50 years, women have made significant progress in their careers. They now have access to jobs formerly reserved for men.

Females in all walks of life must develop certain characteristics that are necessary in organisational settings. For example, appreciation and forgiveness.

Gratitude, altruism, and forgiveness are all connected and good correlations. Individuals who act altruistically might inspire appreciation in others, leading to comfortable forgiving.

The study was done to evaluate the link between these characteristics in working women of two distinct age groups.

Working women's experiences are an important aspect of societal growth in today's India, which is characterised by fast socioeconomic transformations. Against the backdrop of various work situations and cultural expectations, the interaction of gratitude and forgiveness in the lives of these women emerges as an intriguing subject of research. This study aims to dive into the complex tapestry of emotions, cultural subtleties, and interpersonal interactions, examining how gratitude and forgiveness appear among working women in India.

Women continue to break down old boundaries and actively contribute to the employees' emotional experiences become critical in comprehending the complicated interplay between personal and professional domains. Gratitude, as a statement of thanks for support or compassion, and forgiveness, as a way of resolving interpersonal issues, are both important components in forming the emotional landscape of working women. This study tries to elucidate the various features of these emotions, taking into account their consequences for mental health, workplace dynamics, and larger society structures.

Employees' emotional experiences become critical in comprehending the complicated interplay between personal and professional domains. Gratitude, as a statement of thanks for support or compassion, and forgiveness, as a way of resolving interpersonal issues, are both important components in forming the emotional landscape of working women. This study tries to elucidate the various features of these emotions, taking into account their consequences for mental health, workplace dynamics, and larger society structures.

In the fast-paced terrain of the modern workplace, where difficulties and expectations frequently intersect with personal growth and performance, individuals' emotional well-being becomes a top priority. Among the many emotions that form our lives, gratitude and forgiveness stand out as essential components that contribute not only to an individual's psychological health but also to the dynamics of interpersonal interactions in the workplace. This study looks at the complex interplay between gratitude and forgiveness among working women, hoping to uncover the substantial influence these emotions may have on their total job satisfaction, interpersonal connections, and personal fulfilment.

As women continue to manage varied responsibilities in the workplace, the study of gratitude and forgiveness becomes important not just as a psychological inquiry, but also as a cultural obligation. Understanding the subtleties of how gratitude and forgiveness emerge in the lives of working women has the ability to impact workplace regulations, develop a good and supportive organisational culture, and contribute to the larger discussion of gender dynamics in professional contexts. This study aims to shed light on the complex emotional landscapes that working women face on a daily basis, providing insights that can help both people and organisations create settings conducive to personal and professional development. Gratitude, commonly defined as the skill of recognising and appreciating the wonderful parts of life, goes beyond civility to become a transformational force. Expressions of gratitude in the context of a woman's journey can highlight the paths to resilience, empowerment, and improved psychological well-being. Furthermore, the varied nature of gratitude may appear in a variety of ways in a woman's life, including familial ties, professional endeavours, and the quest of personal fulfilment.

Forgiveness, a deep act of letting go and giving oneself the gift of emotional release, has a powerful impact on a woman's story. The ability to forgive, whether focused within or outward, has the potential to unravel the web of emotional difficulties and aid in the development of inner strength. Understanding the significance of forgiveness in women's life requires delving into the complexities of interpersonal interactions, cultural expectations, and self-perception.

The term "working women" refers to women who work or pursue careers outside the house. Women's labor-force involvement has expanded dramatically

during the last several decades across the world. This movement has been fueled by a variety of causes, including shifts in cultural views, advancements in education and employment options for women, and economic need. There have been efforts to promote gender equality in the workplace, with the goal of providing women with the same opportunities, rights, and advantages as men. Working women often find it difficult to balance work and personal life since they frequently have several duties, such as caring and housework. Flexible working arrangements and supporting policies can aid in achieving work-life balance. Despite advancements, certain women may encounter obstacles to job success, sometimes known as the "glass ceiling." Advocacy for equitable opportunity and representation in leadership positions is a priority.

Working women make a substantial contribution to home earnings, and their employment can influence family relations. Family structures and policies that support working women, such as parental leave and affordable daycare, are critical to their success both at home and at work. Women may face problems such as gender discrimination, prejudices, and uneven remuneration. Advocacy, regulatory reforms, and the promotion of a more inclusive and diverse workplace are all part of the efforts to solve these concerns.

Many women prefer to establish their own enterprises, which helps to fuel the expansion of female entrepreneurship. Mentorship programmes and access to capital are examples of initiatives that may help women entrepreneurs succeed in business. Working women confront a variety of problems and possibilities, based on cultural, social, and economic variables in their respective countries. Understanding and resolving these variations is critical for fostering gender equality worldwide.

Promoting inclusion, breaking down gender stereotypes, and enacting rules that encourage work-life balance are all critical steps towards establishing a more equal and varied workforce for everyone. Individuals, organisations, and politicians must continue to work together to ensure that working women have equal opportunities and prosper in their chosen industries.

Character strengths have captured the interest of scientists in recent years. However, most research tends to examine strengths in isolation from other strengths. This approach increases scientific precision but limits knowledge by failing to

acknowledge the presence and influence of other character strengths on human functioning. The purpose of this study was to examine gratitude and forgiveness within the same sample to better understand conceptual links with other personality traits, psychological variables, and well-being.

The position of women in the work force has changed drama in today's society bringing with it both new opportunities and problems in the personal and professional domains. Women's growing involvement in leadership positions come on promote ship and the variety of industry has made it necessary to gain better knowledge of the psychological aspects that influence the success and will be. During this transition, psychological concepts like forgiveness in gratitude are vital in affecting relationships with others general Life satisfaction, and well being. All those concepts have been extensive and researched in relation to work please dynamics emotional residence and mental health, more research is needed to fully understand their particular applications for working women.

Being appreciative of what one receive is the definition of gratitude which is important psychological quality that promotes residence resilience, happy feelings, I am better mental health. According to research being grateful improve psychological help, reduce stress and posters or sense of contentment, all of which contribute to emotional well being. Additionally it has been linked to improve connections at work greater productivity and greater job satisfaction. Gratitude can be a coping strategy that helps walking women who frequently balance a variety of obligations in both their personal and professional lives obstacles with optimism. Being grateful can improve connections with family and superiors creating a positive atmosphere that is action levels overall.

Conversely forgiveness is the process of getting past negative feeling like brought bitterness, and resentment towards the person or circumstance. Letting go of previous and embracing an attitude of psychological well being and emotional healing is a deliberate choice. Forgiveness is essential for preserving peace and cooperation in the work place, well disagreements and miscommunications are unavoidable. Issues with work life balance, discrimination and gender wires can cause stress and mental this comfort for working women in particular. By letting go of unpleasant feelings, for giving practices help people become more resilient and at

peace with themselves. This ultimately leads to improve relationships, mental health and general quality of life.

For working women this relationship between forgiveness and gratitude is especially important because forgiveness enable people to get past situation ships and established or stable and resilient psychological state. While gratitude aids in concentrating on the good things in life. People who practice both forgiveness and gratitude report feeling less stressed at work, depressed an anxious according to studies. Together, the psychological concepts improve emotional intelligence which is essential for making while the seasons exercising effective leadership and resolving conflicts.

Additionally forgiveness and gratitude support the growth of a positive corporate culture. Employers who foster these principlease among their staff frequently report increase drop satisfaction less disagreements at work, and better at dynamics. Being a part of such supportive work place can have big impact on the working women's satisfaction personal development, and professional advancement. Women who can overcome obstacles at work preserve a better life balance by cultivating and attitude of gratitude and accepting forgiveness.

In positive psychology, gratitude has been thoroughly examined as a critical component of well-being. MNS and MC Kallo in 2003 said that being grateful is a quality that promotes psychological decisions rather than just being an emotional reaction. According to research, people who consistently practice gratitude report feeling less stressed, and anxious and depressed, which improve their capacity to hardship (Wood, Froh & Geraghy, 2010). Developing gratitude can be an important strategy for preserving emotional stability and promoting healthy relationships for working women who frequently balance a number of obligations at work and home.

Numerous psychological advantages such as elevated mood, better relationships and more job satisfaction, have been linked to gratitude. Regularly expressing gratitude at work is associated with increased levels of engagement, motivation and productivity. For working women who could experience gender bias and equal chances and difficulties juggling work and personal obligation this is especially pertinent. By focusing on the parts of their employment, people can express gratitude and strengthen their sense of success and self-worth.

In a similar vein, forgiving is regarded as a basic psychological process that fosters recovery and wellbeing. According to Worthington (2006), forgiveness is the deliberate choice to let go of grudges or desires for revenge against a person who has wronged you. It can be broadly divided into two categories; emotional forgiveness, which involves an internal change in feelings, and decisional forgiveness, which involves a conscious decision to forgive. Forgiveness is essential in the workplace for resolving disputes, enhancing collaboration, and lowering animosity. According to studies, women frequently demonstrate greater levels of forgiveness as a way to preserve social harmony, especially when they are in leadership positions (Miller et al., 2011).

Particularly in the workplace, forgiveness can help to improve collaboration, lessen friction, and forge closer bonds amongst coworkers. Working women can overcome obstacles more skilfully if they practice forgiveness when they face stress, disagreements, or discrimination at work. By reducing stress and encouraging collaboration, the capacity to forgive co-workers, managers or organisational injustices can help create a more positive and productive work environment.

In psychological studies, the relationship between forgiveness and gratitude has drawn increasing attention. Common psychological advantages of both theories include improved interpersonal interaction, more life satisfaction and improved emotional control (Toussaint Webb, 2005). It has been discovered that gratitude makes it easier to forgive by encouraging optimism and lowering the propensity to dwell on unpleasant memories. People who practice gratitude are more likely to recognise the positive aspect of their lives, which facilitates the release of old complaints.

Working women frequently need emotional intelligence, self-awareness, and a solid support network to manage the demands of their jobs and personal obligations. By allowing women to concentrate on the good things about their jobs rather than on disagreements or failures, gratitude can act as a buffer against workplace stress. Forgiveness, in turn, can lessen the effects of conflicts at work and promote a more inclusive and cooperative atmosphere. Women who practice forgiveness and gratitude report feeling better overall, having stronger relationships at work, and being more satisfied with their jobs.

Research indicates that gratitude improves one's capacity for forgiveness by lowering negative emotions and cultivating an appreciation for the larger context of one's experience (Watkins, 2014). Women are more likely to appreciate the accomplishments of their coworkers and show empathy in interpersonal disputes when they show gratitude. Consequently, this facilitates the process of forgiving others and advancing in work environments.

Given the hectic and demanding work situations of today, research to be as forgiveness and gratitude is especially pertinent work life balance issues and increase demand in both the home and professional affairs are just a few of the particular difficulties that women frequently encounter. Increase stress, burnout, under decline and job satisfaction can result from these difficulties. Gaining and understanding of how forgiveness and gratitude in situation might help one develop useful strategies that improve psychological resilience.

According to research, working women who practice gratitude report feeling less exhausted emotionally and more engaged at work (Kaplan et.com 2014). According to Lawyer-Row et al., (2008), forgiveness has also been connected to improved interpersonal dynamic and reduced levels in the work environment. Organisation can establish a more encouraging work environment that empower women and advances the general will be my encouraging forgiveness and gratitude. Gratitude and forgiveness will also help people become more emotionally intelligent. Which is crucial for leadership and professional advancement. Women are likely to be able to resolve conflict while decision, and handle stress. Only helps individual workers but also helps to improve an organisation's culture as a whole, creating a more welcoming and collaborating workplace.

Furthermore, it is impossible to ignore how social and cultural influences have shaped working women's lives. Women's perceptions and practices of these psychological constructs are influenced by societal attitudes towards forgiveness and gratitude, workplace conventions, and cultural expectations regarding gender roles. According to cross cultural research women in collective stick cultures are more lightly to show appreciation and forgiveness in order to preserve communal harmony while women in individualist cultures are more likely to place an

emphasis on independence and personal success (Markus & Kitayama 1991). Developing work place policies and interventions that effectively support walking women in a variety of situations required and understanding of these cultural differences.

With an emphasis on how these concepts affect working women's personal and professional lives, this study attempts to investigate the relationship between forgiveness and gratitude. Among the particular goals are:

1. Being aware of how gratitude affects the rest reduction in job satisfaction.
 2. Investigating how forgiveness affects emotional health and conflict resolution.
 3. Examining the relationship between forgiveness and gratitude and how both of these affect psychological resilience.
 4. Discovering workable methods for improving forgiveness in gratefulness in professional contexts.
 5. Examining how forgiveness in gratitude affects professional relationships and job progress over the long run.
 6. Investigating possible cultural working women repression and practices of forgiveness in gratitude.
- The requirement for working women to have psychological resilience is becoming more and more crucial as the workplace changes. The contemporary workplace has distinct difficulties especially for women who frequently balance several responsibilities at home and at work. Their mental and emotional health can be severely impacted by organisational conflicts work like balance problems career advancement challenges and gender bias. In the situations psychological resilience-which is the capacity to adjust and flourish in the face of heart shape-becomes a crucial trade for sustained success and fulfillment in the workplace.

Some gratitude or essentially emotional strategies that help boost relationships at work, promote a healthy work atmosphere, and improve well being. Being grateful enables people to focus on the good things in their lives in careers acknowledge their accomplishments and value the experience. Despite obstacles it enables working women to recognise the accomplishment, and develop sense of motivation and fulfillment. Gratitude is a patent coping strategy in challenging work environment, and evidence by research showing that people who frequently practice it or reporting to have a greater job status action, healthier connection and an increased emotional

stability by cultivating an environment of encouraging gratitude and forgiveness organisational progress.

2. REVIEW OF LITERATURE

Understanding the psychological well being of working women is becoming increasingly important in today's dynamic workplace scene. The purpose of this literature review is to investigate the interaction between gratitude and forgiveness of working women focusing on the consequences for mental health, interpersonal relationships and overall jobs satisfaction.

Systematic research was undertaken utilising data basis such as Psych info pubmed and Google scholar, using words like "gratitude" "forgiveness" working women and variants there of. The articles were chosen because they are relevant to the junction of gratitude, forgiveness and women's work experience is. According to research promoting gratitude in the workplace leads to higher jobs satisfaction engagement and general well being among employees. Research reveal that people who express and receive appreciation may have higher job performance and happiness particularly among working women.

Forgiveness has been identified as an important aspect of the workplace in interpersonal relations. Study show that for business me improve professional relationships reduce conflict and lead to a healthy organisation culture. Forgiveness has been linked to greater psychological regions which is crucial for working women who face obstacles both professionally and personally. The ability to forgive me improve mental health and work happiness. In a positive feedback loop, anchoring a supportive work environment and increasing in the face of professional obstacles.

McCullough, Kilpatrick, Emmons and Larson propose the theory of gratitude with three postulates. They believe that gratitude is moral emotion with moral purchases, and consequences. A person is driven or inspired to engage in a pro social manner to receive a boost of energy and to continue decent behaviour. Gratitude can prevent someone from responding negatively towards others. According to their postulates gratitude as a moral barometer, providing an emotive readout that help people for see

Pro social behaviour from other according to Lopez (2013), gratitude can motivate individuals to act through socially if they have previously been recipients of others acts. Additionally gratitude can reinforce Pro social behaviour by reinforcing past good acts.

Forgiveness is the second attribute being studied. According to Synder and Lopez (2002), diststrategy involved suppressing negative feelings towards the offender and focusing on good ones instead. There are large number of meaning of forgiveness however it is often regarded as good to individual. According to Worthington, Wade and Hoyt (2014), forgiveness may be both admirable and challenging. Positive psychology emphasizes forgiveness as one of the 24 character characteristics (Worthington, Wade, & Hoyt, 2014). According to Brad field and aquino (2015), forgiveness is favoured over in organisational contacts since it restores justice but only when the transgressor admits error and is held accountable.

According to Stone (2002), while forgiveness is widely valued in society, it is uncommon in organisations. He emphasised the need of practicing forgiveness in today's world to retain good personnel, improve profitability, and foster innovation for organisational success. He said that expressing ideas, creativity, and opinions in an unforgiving environment might be uncomfortable. He believes that forgiving allows us to transform our mistakes and breakdowns into achievement, understanding, and tolerance. Forgiveness promotes freedom of expression and allows individuals to appreciate their job. He claimed that failing to forgive people drain our energy and prevents us from fully focusing on our job. However, forgiving does not imply forgetfulness (Lopez, 2013). According to Witviliel (2002), forgiving is a social trait related to closeness, trust, and commitment. According to Aquino, Tripp, and Bies (2015), forgiveness is based on the transgressor's relative hirearchial rank.

This review of literature sheds light on the interconnections of gratitude and forgiveness in the professional life of working women. Recognising the potential influence on well-being, job satisfaction, and interpersonal connections, more research into these categories can help shape workplace interventions and policies that foster a good and supportive environment for women in the workplace. In psychology literature the connection between the given and gratitude has been examined, especially in

regard to work place dynamics interpersonal relationships and well being. With an emphasis on their function in emotional residence of satisfaction management and general psychological Melvin this review of literature attempts to offer a thorough understanding of the body of research on gratitude and forgiveness among working women. The review highlights the connection between these variables and their implications for working women by synthesising important data from multiple studies.

It has been discovered that gratitude, which is commonly described as the acknowledgement and appreciation of life's good things, is essential for improving psychological help and job satisfaction (Emmons & McCullough, 2003). Gratitude at work is associated with better for interpersonal interaction, higher motivational level and more jobs satisfaction. Gratitude is the protective factor against professional stress and burnout which are major issues faced by working women balancing various tasks according to research by Wood, Froh, and Geraghty (2010)

Expressing gratitude to superiors and cow workers can help working women built stronger professional networks and collaborate more effectively. According to a study by Kaplan et al. (2014), focus who are consistently express gratitude the reported feeling less emotion exhausted and more engage that work for moreover, gratitude has been associated with greater resonance in the face of job hardships allowing women to better handle stress and keep a good attitude in the face of difficulties.

Another psychological concept that has a big impact on workplace relation is forgiveness which is the act of letting go of branches and unpleasant feelings towards and offender. According to Worthington (2006), forgiving if a cognitive and effective process that promotes emotional recovery and lesson animosity at work. According to studies, workers who forgive others at work report stronger relationships, reduced stress, and enhanced mental health. (Lawler-Row et al., 2008).

For working is especially important when dealing with gender bias, organisational inequalities and complex at work. Forgiveness is a useful strategy for preserving professional boys and promoting inclusivity it because women and leadership provide, in particular, frequently face occupation in criticism (Miller et al., 2011). According to research, women

who are more for giving report levels of jobs satisfaction and stronger team cohesion qualities that are essential for both professional growth and workplace harmony.

Numerous psychological research have examined the relationship between thankful lesson forgiveness indicating that the former promotes forgiveness by lowering the propensity to develop on unpleasant memories and encouraging positive emotional state (Toussaint & Webb, 2005). According to what kinds (2014) people who are great full are more likely to be forgiving because it helps them to turn there attention from complaints to the good things that happen in their relationship with others.

Brazilians and emotional intelligence are necessary for walking women to manage the demands of a person and suggestional line. Being read for improves one capacity to value connections that work which facility for giving others and letting go of grudges according to Kaplan et al. (2014), women who practice forgiveness and gratitude report filling less chest at work working better with other, and happier over all.

Problem for working women especially those who are juggling to or more responsibilities and their home and professional life. Both forgiveness in gratitude are useful for stress reduction techniques according to studies. By encouraging pleasant feelings and boosting resilience gratitude me lesson the physiological effects of stress according to a research by Emmons and McCullough (2003). Forgiveness has also been shown to lesson the negative impact of ongoing job stress my lowering Curtis or levels a hormone linked to stress (Lawler-Row et al., 2008).

Revenue practice forgiveness and gratitude or UN regular basis report feeling more satisfied with their jobs and experience less emotional very nice. These psychological concepts give women a safety net against opticals at work, allowing them to deal with difficulties more easily and keep emotional equilibrium.

Gender variations in the expression and effects of a goodness and gratitude have been the subject of numerous research. According to a reserve women are typically more likely than meant to be grateful and forgiving (Miller et all dot, 2011). Social and cultural elements that prioritize women's emotional

expressiveness and interpersonal peace are attributed with this tendency.

Women frequently use gratitude as a strategy for solving conflict and fostering relationships in the work according to a study by Markus and Kitayama (1991). women in individualistic cultures might play greater emphasis on independence and personal success where as women in collective stick cultures are more likely to express gratitude as a way to preserve society. Created workplace rules that promote working women psychological health requires and understanding of these cultural differences.

Study of working women forgiveness in gratitude has significant ramifications for workplace culture and organisational regulations. Higher employee engagement, reduced attrition, and enhanced working relationships are all observed in organisations that cultivate a culture of gratitude and forgiveness (Kaplan et al.,2014). By putting in place conflict resolution seminars, staff health programs, and gratitude training programs, businesses may encourage these traits.

By praising employee achievements, promoting open communication, and offering assistance during problems at work, managers and human resources specialists can play a critical role in promoting gratitude and forgiveness. Businesses can foster a more welcoming and encouraging atmosphere for working women by incorporating these psychological concepts into company culture.

there is definitely opportunity for more research even though the studies that are now available offer inside full information about the connection between forgiveness and gratitude among working women. Future research might exam in the long term impacts of agiveness and gratitude on workplace diversity and career advancement for the more cross cultural study may offer for more profound comprehension of how diverse cultural norms impact women's practice of agiveness and gratitude in diverse professional context.

Two social psychological concept that support emotional stability, interpersonal harmony and workplace well being are gratitude and forgiveness. The is attributes are used for resources for working women to improve job happiness dress and settle

disputes. The literature now in publication emphasises the beneficial effects of forgiveness and gratitude on workplace dynamics highlighting its function in creating welcoming and inclusive work environment. Organisations can enable working women to flourish on both a personal and professional level by encouraging these attributes, which will ultimately result in a workforce that is healthier and more productive.

Managing conflicts and workplace is crucial to preserving a positive and productive atmosphere. According to research by McCullough, Worthington, and Rachal (2008), perspective taking and emotion regulation are crucial for resolving disagreements at work. By examining how people's capacity to control the emotions and empathize with others can promote forgiveness and improve conflict resolution techniques this research expands on previously published works. The purpose of this literature review is to position their findings in the contexts of more extensive studies on interpersonal interaction that work, conflict management, and emotional intelligence.

Managing disagreements at work requires the ability to effectively control one's emotions. Recognising, comprehending, and managing emotional reactions to demanding or conflict field circumstances are part of emotion management (Gross, 2002). Impulsive emotions brought on by poor emotional control can intensify disputes and cause ongoing issues at work. Effective emotion control on the other hand enables people to react coolly and in a positive way which promotes problem solving and resolution.

According to McCullough et al. (2008), those who are good at controlling the emotions are more likely to forgive after a disagreement at work. In turn, forgiveness lessons and a positivity and promotes a collaborative atmosphere. The study supports the conclusion of Worthington and Scherer (2004), who stress that controlling negative emotions like anger and resentment is necessary for forgiveness.

Understanding other persons point of view, feelings and motivations is known as perspective taking (Davis, 1996). This cognitive ability is essential for resolving conflicts because it enables people to understand the underlying issues and viewpoints of their co-workers fully according to Baston (1991), empathy-which is facilitated by perspective

taking-is a major predictor of pro social behaviour such as forgiveness and reconciliation.

According to research, people who practice perspective taking or more likely to react to conflicts at work with empathy rather than defensiveness (Galinsky, Maddux, Gilin, & White, 2008). This is consistent with research by McCullough et al., (2008), which shows that workers who consider their co-workers view points are better able to resolve conflicts amicably. Understanding others goals and limitations makes it harder for people to assume malicious intent, which reduces the likelihood of prolonged conflict.

In teams perspective taking also promotes collaboration and problem solving. Employees that regularly practice perspective taking or more inclined to collaborate with one another and look for a win win solution. According to a study by Parker and Axtell (2001). This backs up the claim that developing perspective taking abilities might enhance interpersonal interactions and organisational cohesion.

According to McCullough et al. (2008), perspective taking and emotion regulation are linked concepts that improve conflict resolution techniques when combined. Because they can handle disagreements with composure and an open mind those who are good at controlling the emotions are more likely to take a different viewpoint. On the other hand those with poor emotional control abilities could find it difficult to sympathize with others because of their increased emotional suffering.

The interaction is supported by several studies. For example Côté et al. (2011) discovered that people with high emotional intelligence are better at comprehending the viewpoint of others which results in more successful conflict resolution. According to their research, firms should spend money on emotion intelligence training to help staff members better manage the emotions and things from different angles.

Additionally studies by Gross (2015) show that by lowering negative emotional reactions emotion control techniques like cognitive reappraisal might promote perspective taking. Conflict resolution and forgiveness are more likely when people reframe these disagreements in the more positive way because they are better able to comprehend the view points of their co-workers.

There are important real world ramifications when emotion control and perspective taking are incorporated into conflict resolution techniques at work.

Organisations can benefit from helping staff members develop these abilities since it helps create a more peaceful and effective workplace. According to McCullough et al. (2008), training courses emphasizing empathy and emotional intelligence can give staff members the skill they need to resolve conflicts amicably.

This assertion is supported by research by Goleman (2006) which contends that companies that place a high priority on developing emotional intelligence witness increased job satisfaction, decreased workplace stress and better teamwork. Similarly, teams with greater emotional intelligence levels collaborate better and have fewer interpersonal issues according to a study by Jordan and Troth (2004).

Employers can use a number of tactics to improve employees' ability to control their emotions and think clearly:

1. Workshops and training courses that teach staff members how to identify and control their emotions can enhance interactions at work and lessen conflicts. This is known as emotional intelligence training.
 2. Perspective-taking exercises: role playing games and thoughtful conversations can help staff members think about other points of view which can improve empathy and cut down on miscommunications.
 3. Frameworks for conflict resolution: employees can learn constructive dispute management techniques using organised conflict resolution models such as the Thomas-Kilmann Conflict Model Instrument (TKI).
 4. Promoting an atmosphere where workers feel free to voice their concerns and engage in candid discussions about disagreements which can help to avoid miscommunications and encourage teamwork.
- Although McCullough et al. (2008) offer insightful information about the functions of perspective-taking and emotional management in workplace conflict resolution, more investigation is required to examine other variables that affect these procedures. Given that cultural norms may influence how people react to conflicts at work, future research might look at how cultural differences affect emotional control and perspective taking.

The long term impacts of perspective taking and emotion regulation therapies in organisational

contacts could also be examined through longitudinal research. Deeper understanding of the value of these abilities would come from knowing how they evolve over time and how they affect organisational performance and employee well-being.

McCullough et al. (2008) add to the expanding Corpus of research on conflict resolution in the workplace by emphasising the critical functions of perspective-taking and emotional control. The study amplifies the value of empathy and emotional intelligence in promoting forgiveness and lowering conflict at work. Business can foster a more upbeat and effective work environment by incorporating these abilities into organisational procedures. The dynamic interactions between these constructs and their wider effects on relationships and performance at work should be further investigated in future studies.

All things considered, the study offers a solid basis for comprehending how workers might resolve disputes more skillfully by controlling their emotions and taking into account the opinion of others. By putting these thoughts into practice in organisational settings, one can eventually contribute to better workplace relationships and increase collaboration.

The next review analysis of the studies finding them places them in the larger context of personality psychology. Gratitude and forgiveness are basic components of psychological functioning that affect emotional regulation, social relationships and general well-being. This review looks at how personality traits shape and individual capacity to practice gratitude and forgiveness.

Emotional reactions in coping strategies are greatly influenced by personality factors. Behaviours pertaining to forgiveness and gratitude are significantly influenced by the five factor model (FFM) of personality, which encompasses qualities like conscientiousness, extraversion, neuroticism, agreeableness and openness. According to the study, those with high agreeableness are more likely to be cooperative and compassionate, which increases the likelihood of feeling grateful and forgiving others. In a similar vein, conscientious people are more likely to be emotionally stable and self-disciplined. This creates an atmosphere that makes it easier to practice forgiveness and gratitude.

Forgiveness and gratitude are essential components of preserving psychological health and societal harmony. The studies supports the notion that people who have good interpersonal skills-which are frequently linked to high extra versions in agreeable less level-are more inclined to be grateful and forgiving of others. In both personal and professional contacts gratitude strength and beneficial connections by costing a sense of reciprocity and connection.

Emotional control and cognitive re interpretation of unpleasant experience are especially necessary for forgiveness. People with a tendency towards optimism and open-mindedness are better able to change that view point and view dis agreements less hostilely. Forgiveness has been shown to lower stress and improve psychological help, especially in settings like the workplace where people engage with one another often and are emotionally charged.

In recent years, that has been a greater focus on the use of forgiveness and gratitude in professional contacts. Workers who practice gratitude have higher levels of engagement, jobs satisfaction and good contributions to the company culture. On the other hand, forgiveness is essential for teen cohesiveness and conflict resolutions which lessons and the mosity at work at enhances co-operation.

According to the study creating a culture that values forgiveness and thankfulness can improve relationships at work and reduce employees chess. These characteristics support resollance and general jobs attic action in high strength occupations or factors with a lot of interperson interactions like healthcare or customer service. Leaders that exhibit rates of forgiveness and gratitude foster a positive work environment will employees feel safe and supported.

Previous studies indicate that there can be generated and how people demonstrate forgiveness and gratitude. Because of socialisation processes that priorities empathy preserving relationships and communal ideal, women are typically observed to be more empathetic and forgiving. According to the study women maybe more prone then mails to practice forgiveness and gratitude related behaviours in both their personal and professional life. However for the study is required to exam in the ways in which leadership roles cultural norms and organisational structures affect these disparities.

Peoples inclinations towards forgiveness and gratitude are greatly influenced by their culture. People may be more likely to show gratitude and pardon sins in collective cultures where social peace and group cohesion are strongly priced, in order to preserve social balance. On the other hand, characteristics might be impacted by many motivating factors in individualistic cultures that place emphasis on autonomy and personal accomplishments.

The study emphasis how cultural background effects how people view forgiveness and gratitude influencing their actions in both personal and professional sphere. Designing workplace rules that encourage diversity and emotional intelligence might benefit greatly from an understanding of these cultural differences.

Gratitude and forgiveness have psychological advantages that go behind personal connections. People who written the practice thankfulness report feeling less rest, anxious and depressed a according to numerous studies. Additionally forgiveness has been connected to increase emotional control decreased causes of all levels and enhanced cardiovascular help to stop this results are corroborated by the reviews study, which further the idea that forgiveness and thankfulness and answers general well being and life satisfaction.

Encouraging positive view on life, gravity and to improve the quality obsleep and raise over overall life satisfaction. Conversely, forgiveness lessons the emotional strain of harbouring gradues and its people in creating more constructive copying mechanisms. The direct influence of gratitude and forgiveness on physical health has been demonstrated by studies showing that those who frequently practice this quality is have lower this marker such as blood pressure and heart rate.

Given the many advantages of organisms and gratitude, workplace treatment that promote these qualities are becoming more and more popular. To asist of in cultivating a good Outlook, some organisations have institute at training programs Central around mindfulness and gratitude. Employees capacity to forgive and practice gratitude can be further improved by workplace rules that support open communication dispute resolution and emotional intelligence training.

Businesses that put employee well-being first by encouraging forgiveness and thankfulness improvements in productivity, less attrition and improved job satisfaction. Employee employers who use gratitude based leadership techniques report higher level of workplace cohesiveness and employees and engagement. According to studies workers who feel valued and appreciated are more inclined to stick with their companies which lower conflict at work and boost morale in general.

Forgiveness and gratitude have long term psychological advantages that go beyond short term interactions at work. People who cultivate these qualities typically have more positive outlooks on life, greater social networks and improved coping mechanisms. People who regularly practice thankfulness show greater resistance against stress related disorders including anxiety and depression according to longitudinal studies.

In a similar way, forgiveness promotes long term mental health by halting the build up of unresolved negative feelings. According to study those who forgive others have a higher level of life satisfaction and fewer symptoms of post traumatic stress disorders (PTSD). Training in forgiveness and gratitude is a component of psychological therapy that has demonstrated encouraging outcomes in lowering depressive symptoms and raising happiness levels.

The study emphasizes how crucial personality qualities are in determining a person's capacity for forgiveness and thankfulness. The studies conclusions which highlight the importance of social connections, emotional control, and cultural factors in promoting these advantages, qualities are consistent with more general psychology research. Understanding how appreciation and forgiveness emerge in different personality types can be valuable for improving workplace dynamics, increasing personal relationships and promoting psychological resilience.

Future research should explore the long term impact of gratitude and forgiveness interventions in various professional and cultural contexts. As the workplace continues to change, cultivating a more positive, cooperative work environment will need incorporating forgiveness and gratitude into organizational initiatives. In addition to improving workers' mental

health, creating organizing initiatives and regulations that support these constructive emotional qualities will also help businesses succeed and last.

The relationship between these three psychological concepts and how they affect people in general well-being is examined in the study "Gratitude, forgiveness and humility as predictors of subjective well-being among university students." This study focuses on the way that humility, forgiveness, and gratitude support mental health, emotional equilibrium, and life satisfaction especially for college students. These concepts which have their roots in positive psychology are crucial emotional and cognitive instruments that improve interpersonal relationships, build resilience and raise subjective well-being in general. The main conclusions of the study are examined in this review of literature which also places them in the larger scholarly conversation on well-being, humility and gratitude.

Numerous studies have examined the relationship between subjective well-being and gratitude which is defined as the acknowledgement and appreciation of life's pleasant features. People who practice gratitude report improved levels of life satisfaction, good affect, and stress reduction according to a number of studies. Greater sense of fulfillment overall, a decrease in depressive symptoms and increase in social behaviour have all been connected to gratitude.

These results are supported by the reviewed research which highlights the important role that gratitude plays in ensuring psychological well-being. It implies that people who are grateful are more likely to concentrate on their blessings rather than dwelling on their bad experiences. The viewpoint is consistent with previous research showing that gratitude therapy including journaling or reflecting on gratefulness, results in long-term gains in mental health and well-being.

Additionally, by encouraging constructive interpersonal interactions, appreciation strengthens social ties. People strengthen and socialise and foster more reciprocal compassion and relationships when they show gratitude. Through the establishment of a support system that acts as a buffer against stress and heartache, this social aspect of great fullness, gratitude also enhances subjective well-being.

Another important indicator of the indicator of subjective well being is forgiveness which is the capacity to let go of grudges and unfavorable sentiments towards wrong towards. According to a psychological studying report feeling less stress, anxious and depressed and have a higher quality of life over all.

The study under consideration emphasizes how forgiveness might improve emotional stability and less psychological suffering. It explains that those who forgive others are more capable of handling interpersonal disputes which promote healthy or relationships and social harmony. By enabling people to let go of brajes and unpleasant feelings, forgiveness lessens the weight of emotional suffering and promotes inner serenity.

This assertion is supported by empirical evidence which shows that forgiveness includes cardiovascular health and lowers cortisol levels. Forgiveness tenses is connection to subjective well-beans by indirectly improving general health by lowering physiological stress reactions. Further more cognitive psychology research indicates that forgiving lessons the cognitive load brought on by rumination people to concentrate on more fruitful and satisfied facets of life.

It also becomes clear that self-forgiveness places a significant part in psychological help. Are you feeling so self compassion, self-and dry for personal development or typically experienced by people who are able to forgive themselves for previous transgressions. This facet of forgiveness advances the more general objective of psychological stability and emotional resilience.

Because it promotes a healthy interpersonal relationships and emotional resonance humility-which is defined as having a realistic and balanced view of oneself is a vital role in subjective-well being. Because they are less likely to act egocentrically and are more receptive to criticism humble people are better able to adjust to new situations and develop personally.

The study emphasizes how humility, forgiveness and gratitude are interrelated in promoting subjective well-be. In order to improve an emotional residence and pleasant life experience, these structures work best combined rather than alone.

For example, forgiveness and gratitude are strongly related to people who are grateful and are more willing to forgive others because they are more conscious of the good things in life. By lowering ecocentric tendencies and enquiry awareness or interpersonal interaction, humidity also improves once capacity to practice forgiveness and gratitude.

The interdependence is supported by empirical research which shows that people with high scores and all three characteristics report higher levels of psychological well-been, more over social support, and more life satisfaction. These three positive psychological characteristics work together to reduce a positive feedback that supports long hasin term emotional well-been. The studies conclusions have important ramifications for both academic and professional contacts. promoting humidity forgiveness, and gratitude in the classroom can benefit students interpersonal connections, academic performances, and mental health. Students can cultivate a good mind set and manage academics stress by putting gratitude and forgiveness intervention, such as mindfulness exercises and reflective journalling, into practice.

Fastering the psychological qualities in the workplace can result in increase jobs satisfaction collaboration, and the more encouraging work environment. Employers that posted and environment of appreciation and forgiveness report lower stress levels fewer discip agreements and more employee engagement. Further more executive that exhibit humility promote a welcoming and cooperative workplace which enhances the success of the company as a whole.

Different cultural context may have different ways of expressing and affecting humility, forgiveness and thankfulness. These characteristics are frequently more deeply embedded in social activities in collectivistic cultures which place a higher value on group cohesion and communal harmony. On the other hand individualistic societies me appreciate and exhibit these qualities differently depending on personal accomplishments and autonomy.

According to a research, a person's cultural background greatly influences that repensity for forgiveness in latitude. Complaining these cultural differences can a to customizing workplace rules and psychological interventions that support varied populations well being.

The study "Gratitude, Forgiveness, and Humility as Predictors subjective well-being among universities students" offers important your information about how they see psychological concepts contribute to mental health. The studies supports previous research showing the beneficial effects of humility and gratitude on relationships mental health, and general life happiness.

Individuals and organisations can establish work environment that support emotional well-being, residence and teamwork by cultivating these qualities through psychological interventions and workplace regulations. To better understand these qualities involvement in subjective well-being, for the studies to examine the long term effects across various demographic groups and cultural contexts.

Mustafa Kirmani and Shazia Begum's study gratitude come of a given a subjective well being among college going students examines the complex relationship between two positive psychological - forgiveness in gratitude-how they affect subjective well being. The study has important employees into how internal emotional States affect overall life at the section and emotional health, especially among young adults in academic contexts. This is an emerging subject with impositive psychology the result, methodology, and puretical ramifications of the study are examined at this literature review them in the larger context of psychology research on well-being common forgiveness and gratitude.

As a fundamental concept in positive psychology latitude is widely uploaded to be connected to emotional resilience, optimism and life satisfaction. Begum's work conceptualizes gratitude as an emotion and the quality that strengthens social tired and fosters a good outlook on life. In order to bolster there are human that people who feel appreciated are more in client to purchase their life favourable and at inflow social ways the authors consult the body of previous research.

Research by McCullough who content that gratitude enables people to concentrate on their blessings rather than their short coming, is among the work that authors mention. Increased satisfaction and less stress and despair are two benefits of this change in emphasis. This study highlights how gratitude mild protect college students from social and intellectual pressures promoting psychological well-being in the process.

Another important factor that is looked at in the study is forgiveness. Regardless of weather a person or group toolly deserve forgiveness the authors describe forgiveness as the conscious intentional choice to let go of sentiments of filtrate or Revenge towards them. According to Kirmani and Begum, forgiving promotes emotional well-being and social harmony by enabling people to get over unpleasant feelings like resentment and anger.

There analysis of literature highlights that forgiveness is the psychological practice that supports mental health rather than just a moral or spiritual act. The author cites research by Worthington and associates that demonstrate how forgiveness intervention can lower levels of animosity, anxiety, and sadness.

Life satisfaction the presence of good effect and the accents of negative effect are widely regarded as the main three components of subjective while-been (SWB). Authors emphasize that both forgiveness in gratitude are acting as facilitators of these three characteristics aligning their conceptual framework with Diener's (1984) model of swb.

Through empirical investigation, Kirmani and Begum show that forgiveness and gratitude are the most important characters of college students' subjective well-being. According to their research students who are more forgiving and grateful report feeling more satisfied with their lives, experience in happy feelings and more often have less negative emotional experiences.

The studies cultural background is one of the noteworthy contributions. The study which was carried out in India continues to be a comparatively small body of research on forgiveness and gratitude in non Western cultures. The writers admit The peoples perceptions and expressions of forgiveness in a gratitude influenced by cultural norms. Maintaining social harmony and ab holding relational duties are in highly priced collective societies like India, with these admirable qualities even more significant.

The report does, however it makes several short coming. Drawing conclusions about causality is limited by the cross sectional design. Further more, using self-report measures exclusively could lead to buy sis such as social desirability and erroneous self-evaluation. More comprehensive understanding of

the connection between well being, forgiveness and gratitude.

The study and applications for teachers and mental health specialist. University wellness programs could incorporate interventions that foster forgiveness and appreciation, like journaling, mindfulness exercises, and forgiveness therapy. In addition to improving personal well being, many actions might promote a more understanding and encouraging campus environment.

The journal of religion and health published in article by Charzynska (2015) gratitude, forgiveness, and spiritual well being in college students that examines the relationship between spiritual well-being forgiveness and gratitude among young adults in a University environment. The goal of the study is to clarify the psychological processes by which forgiveness and gratitude supports spiritual well-being a component of health that is receiving more and more attention and resort psychology attention in clinical and resource psychology. This review of literature is examining the study results and places them in the larger framework of positive psychology.

The foundation of Charzynska's research is the positive psychology Paradigm which highlights the qualities and abilities that allow people and communities to flourish. Forgiveness and gratitude are regarded as profound in moral feelings that foster harmony within and between people. These feelings which are frequently seen as path to healing and holdness or profoundly ingrained in spiritual and religious tradition.

Gratitude is defined as appreciating life blessings which promote optimism and camaraderie among people. Conversely forgiveness is the letting go of grudges and the need for vengeance in favour of empathy and understanding. According to the study well-being is characterized by a sense of inner purpose in life and connection to the transcendent and other people. Both nations are positioned as important contributors to the state.

Well-being such as optimism emotional health, and life satisfaction or positively connected with appreciation according to research. Gratitude is frequently regarded as the spiritual practice that fosters humility and mindfulness in the context of spirituality supported by

Charzynska's research, which shows that those who exhibit later gratitude typically have default spiritual well being.

Encouraging in application for life events both good and bad, and the sense of interconnectivity gratitude may improve spiritual well-being. It helps people by reframing their difficulties as chances for development and connection by turning the focus from personal suffering towards a larger existential significance. Because of its capacity to transfer gratitude it is a useful tool for fossil in spiritual growth and mental wellness.

Another important topic that is examined in study is forgiveness. Previous studies have demonstrated that forgiveness is linked to higher levels of happiness and self-esteem as well as reduce level of anxiety, despair and anger. Forgiveness is frequently associated with religious teaching that priority is compassion and reconciliation in spiritual situations.

According to Charzynska's research, forgiveness promotes emotional healing and how many relationships which in turn enhance spiritual well being. People who are forgiving are more prone to let go their grudges and practice spiritually and lighting activities like prayer, meditation, and deeds of kindness. Forgiveness promotes psychological closure which is necessary and cultivating a caring sense of self.

Investigation of the mediating and moderating functions of forgiveness and gratitude is among Charzynska's research's most important achievements. The results imply that these characteristics activities support the growth of spiritual well-being rather than just existing alongside it. The significance of moral qualities and emotional intelligence in spiritual development is highlighted by this dynamic interplay.

According to the study, forgiveness in gratitude acts as an emotional length that binds one side to the divine and other people. They lessen initial loneliness and increase the person's sense of belonging. People develop a stronger feeling of meaning and purpose to essential elements of spiritual being experienced pleasant emotional experience.

3. METHODOLOGY

Research question:

What is the relationship between gratitude and forgiveness among working women?

Research objectives:

1. To assess the levels of gratitude among working women
2. To assess the levels of forgiveness among working women
3. To determine the relationship between gratitude and forgiveness in the selected sample

Hypotheses

H1 (alternate hypothesis): there is a significant positive correlation between gratitude and forgiveness among working women

H0 (Null Hypothesis): There is no significant correlation between gratitude and forgiveness among working women.

Operational definitions:

Gratitude: defined as a person's propensity to acknowledge and react to the good things in their lives with appreciation. In this study, it is measured using the Gratitude Questionnaire-Six Item Form (GQ-6).

Forgiveness: the act of consciously choosing to let go of feelings of resentment or vengeance towards someone who has harmed the individual. It is used measuring using the Bolton Forgiveness Scale.

Working Women: women who are engaged in any form of paid employment, part-time or full-time, at the time of data collection.

Inclusion Criteria:

Women aged above 18 years old

Currently employed (full-time or part time)

Willing to provide informed consent for participation in this study.

Exclusion Criteria:

Women aged below 18

Women who are not working due to sabbatical, maternity leave, or career breaks.

Participants who submit incomplete responses on the questionnaire.

Research design:

The study uses a quantitative correlational research approach to investigate how working women's

perceptions of forgiveness and gratitude relate to one another.

Tools of Assessment:

Gratitude Questionnaire (GQ-6)

Developed by McCullough et al., (2002), this tool assesses individual differences in the tendency to experience gratitude.

It contains 6 items rated on a 7-point Likert Scale (1= strongly disagree to 7 = strongly agree).

It has demonstrated good internal consistency and construct validity.

Bolton Forgiveness scale:

Developed by Bolton (2003), this scale measures forgiveness across different dimensions including letting go of anger, resentment, and thoughts of revenge.

It consists of 16 items rated on a 5- point Likert scale (1 = strongly disagree to 5 = strongly agree).

The tool has shown high reliability and validity in previous research.

Procedure:

Convenience sampling was used to choose 200 working women in total. Social media, workplace groups, and professional networks were used to reach participants. A brief study introduction, an informed consent form, a section on demographic information, and the two standardised scales (the GQ-6 and the Bolton Forgiveness Scale) were all included in the google forms used for data collection.

The study's purpose was explained to the participants: to learn more about the emotional characteristics of working women. To maintain anonymity, the answers were gathered in an anonymous manner. After exporting the data to Excel, JAMOV software was used to analyse it and evaluate the hypotheses using either Pearson or Spearman's correlation test depending on the normality of the test, which will be determined after analysing the results of the Shapiro-wilk test of normality.

4. DATA ANALYSIS:

The current study investigated the association between forgiveness and gratitude among working women using quantitative correlational research approach. The study involved 175 participants in total, and data was gathered using google forms using

two standardised instruments the Bolton Forgiveness Scale and the GratitudeQuestionnaire (GQ-6). After that, the data was moved to the statistical program Jamovi for organisation cleaning , and analysis.

The nature of the data distribution must be evaluated before moving on hypothesis testing. This stage aids in determining whether non-parametric options are better suitable or whether the assumptions of parametric tests are met. In particular, the normalcy test offers direction on how to choose the best correlation techniques.

Descriptive statistics, including mean, median standard deviation minimum and maximum values and shapiro Wilk taste for normality, where applied to the overall scores of forgiveness and gratitude in the current study.

Measures of Central tendency and variability were used to examine the data for both forgiveness and gratitude in order to identify brought trends within the sample. The following data was produced by the descriptive output:

Sample Size (N): 175

Missing values: 0 (both variables complete data)

Mean and median: Determined to evaluate skewness for both forgiveness and gratitude.

The standard deviation provided information on how the scores were distributed.

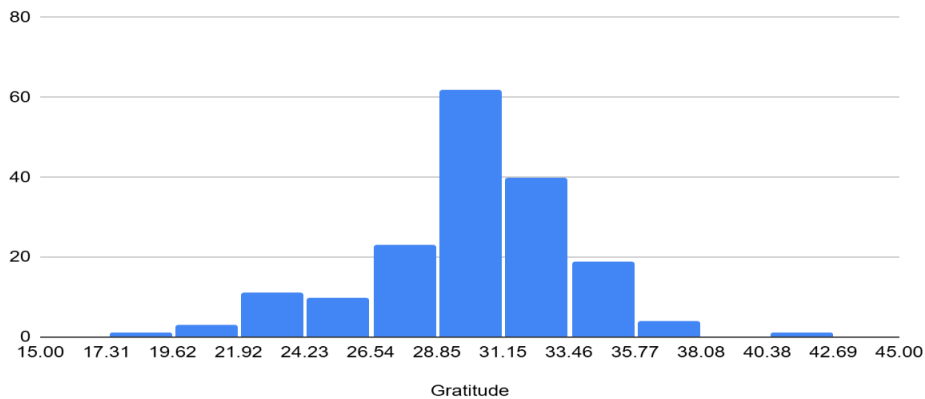
Minimum and maximum values assisting in the detection of any abnormalities or outliers.

Although the descriptive statistics were instructive, they were supplemented by visual examination of distribution of scores for each variable using histograms.

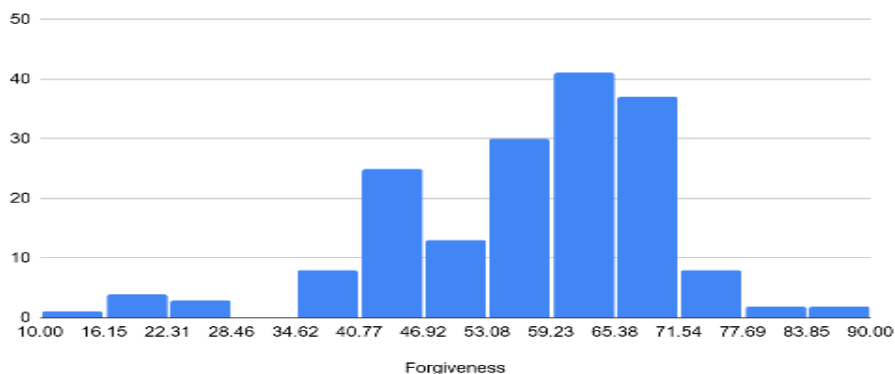
Using google sheets, histograms were constructed for overall scores for forgiveness and gratitude. The bell-shaped and rather symmetrical curve of the gratitude histogram indicated a distribution that was in line with normalcy.

The forgiveness histogram, on the other hand, seems somewhat skewed, suggesting a potential departure from normalcy. Histograms can offer a fundamental visual comprehension of distribution, but they are insufficient in and of themselves to establish normality.

Histogram of Gratitude



Histogram of Forgiveness



A Shapiro-Wilk test was performed. One popular techniques for figuring out if a dataset is normally distributed is the Shapiro-wilk test. It was used in this study for both the forgiveness and gratitude variables.

Variable	Shapiro-Wilk (W)	p-value	Normality Conclusion
Gratitude	0.972	0.052	Normal ($p > 0.05$)
Forgiveness	0.941	0.003	Not Normal ($p < 0.05$)

The null hypothesis of normality is upheld when the test revealed that gratitude scores did not substantially deviate from a normal distribution ($p=0.052$). However, the null hypothesis was rejected because forgiveness ratings were shown to significantly vary from normalcy ($p = 0.003$).

These findings aligned with the histograms' visual examination. When combined, the statistical and graphical techniques demonstrated that forgiveness did not follow a normal distribution, but gratitude did.

When choosing statistical tests, the assumption of normalcy is important. When two variables have a linear relationship and are regularly distributed, Pearson's correlation coefficient is typically utilised. However, applying Pearson's correlation would not be acceptable in this situation because forgiveness scores did not satisfy the normalcy criterion.

Spearman's rank-order correlation, a non-parametric substitute for Pearson's correlation, was employed in the study instead. Spearman's test works with interval data that is ordinal or non-normally distributed and does not presume a normal distribution. It assesses if variables have a monotonic connection, which is consistent with the goal of the investigation.

Future analyses may produce more statistical plots, such as boxplots and Q-Q plots, to improve the dependability of the results. These graphs draw attention to any significant outliers and provide further validation for data assumptions. Histograms and the Shapiro-wilk test were the main diagnostic instruments in this investigation.

Any first summary of the scores for forgiveness and appreciation was given by descriptive statistics and histograms.

Forgiveness data were not regularly distributed, while gratitude data was normally distributed, while gratitude data was regularly distributed according to the Shapiro-wilk test.

Spearman's correlation was used for the hypothesis testing in the light of the findings.

This study looks into how working women's forgiveness and gratitude are correlated. Using quantitative data gathered using standardised scales, the goal was to determine whether there is a substantial association between these two

psychological categories. Determining the validity of the hypotheses and interpreting the relationship between the variables are critical tasks for the data analysis phase.

175 Working women were a part of the study. Participants were provided the online platform (google forms) to fill out the research forms. They answered two standardised questionnaires:

Six-item gratitude questionnaire (GQ-6)

Bolton forgiveness scale

Scores were assigned to each participant's answers on the forgiveness and gratitude measure. Each participant's overall scores for forgiveness and gratitude separately. Three columns- initials of the participants, total gratitude score and total forgiveness score were created for the data analysis. Individual scores for the Bolton Forgiveness scale and G

A non-parametric test called spearman's rho evaluates how effectively a monotonic function can capture the relationship between two variables. When one or both variables are ordinal or not normally distributed, it is suitable.

Method of calculation:

Both the forgiveness and gratitude scores were ranked.

The difference between the ranks were calculated All participants' differences (d^2) were squared.

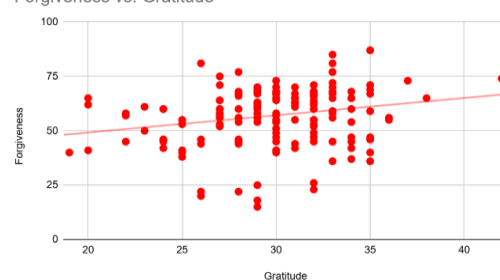
The spearman's rho formula was applied

$$\rho = 1 - (6 * \sum d^2) / (n * (n^2 - 1))$$

final spearman's rho: 0.999

Variables	Gratitude	Forgiveness
Gratitude	1	0.999
Forgiveness	0.999	1

Forgiveness vs. Gratitude



5. RESULTS

The purpose of the study was to investigate the connections between working women's forgiveness and gratitude. This section displays the findings from the data analysis that was completed using statistical techniques and sunrise scale for you it offers the results of the normalcy test the use of shapiro -wilk test for normality, and spearman's order correlation, and the conclusions drawn from the scatter plot and other visual aids. The findings and explain the light of concepts that forgiveness and gratitude are positively correlated.

175 working women participated in the study by answering two standard I scale: the Bolton forgiveness scale and the gratitude question and-6 item form (GQ gratitude form) complete. A total score of each variable was calculated by adding the values of each participant for forgive this and gratitude. After that, these codes are examined statistically once again.

With a small amount of skewness seem and the forgiveness variable, the descriptive statistics show the respectable range of scores and both variable. The choice of statistical test for coornation analysis was directly impacted by the necessity to test for normalcy as a result for this observation.

The shapiro-Wilk test for normality was used to access if the data satisfied the requirement for parametric statistical testing. This test deviations from normalality and suitability for small to medium sample numbers.

In contrast the forgiveness ratings at a p-values that was much less than 0.05 indicating the devar not normally distributed. Histograms were provided visual confirmation of these results. While the forgiveness is program was noticeably cute, the gratitude histogram soda symmetrical weld shaped curve, indicating normality.

One of the two variables, forgiveness is a not normal distribution hens a non-parametric statistical test was considered suitable for correlational analysis where in order to investigate the connection between forgiveness and gratitude Spearman's rank order correlation was chosen.

Spearman's rho () = 0.999 was the correlation coefficient that was determined. There is a very high positive association between forgiveness and gratitude as seen by this value. It suggest that walking women's levels of forgiveness rise in a study way along with their levels of gratitude.

A perfect monotonic relationship between the two variables is shown by a Spearman's rho value of 0.999. Such large associations are uncommon and behaviour and psychological research their force this is a noteworthy finding. The strength of the relationship seen her suggest so significant association between forgiveness and gratitude in the sample even though relation does not imply causality.

That greater degrees of forgiveness are linked to greater levels of gratitude is supported by the findings. It emphasize the interconnectedness of positive traits and their cultural influence on emotional and psychological well-been, which is consistent with the body of existing positive psychology studies full form the findings provide early evidence that uncle gratitude main heavenly improve working womens capacity for forgiving.

Google sheets was used to create a scatter plot that displayed the relationship between forgiveness and gratitude. Forgiveness was shown on the Y-axis in this course, and gratitude was shown on the x-axis. To make the pattern in to see a trend line was added. The statistical correlation found was confirmed by the scatter plot's strong, steady upward trend. The trendline was closely followed by the plotted points, suggesting little fluctuation and supporting the idea of a significant positive correlation.

The trendline verified that the relationship was monotonous. The line closes the maps and the data points progression with the 0.99 rho value.

Normality: forgiveness force were not regularly distributed, where is gratitude scores were.

Statistical test: Spearman's rank order correlation was employed because of the mixed normality.

Correlation: A very strong positive correlation was indicated by the coefficient of 0.999.

Visual support: the statistical results were confirmed by histograms and the scatter plots with a trend line

The study's findings have a number of important ramifications. First, they confirmed that in the field of positive psychology, forgiveness and gratitude a closely related concept. When it comes to workplace well-being, this is practical relevance. Working women are more giving and emotionally resolute, of gratitude is encouraged through interventions, workshops, or contemplative activities.

Additionally, the strong association raises the prospect of creating integrated programs that concurrently work to improve forgiveness and gratitude. For example, practitioners may utilise

guided meditations, group conversations, or gratitude journals to enhance interpersonal harmony and emotional well-being in organisational behaviour or counselling contexts.

From a scientific stand the relationship strength also create opportunities for long-term investigations. It could be a work while to investigate if this relationship personal domain of psychological consultant the directionality of this link, such as if forgiveness is improved by gratitude or vice versa. The findings of the study are comparing, it is important to recognise the number of limitations: Self-report bias and Self-report questionnaires, which are prone to social desirability bias and inaccurate self-perception are prone, as the data was collected on an online platform. Sample specificity column because only working women were included in the study the results cannot be applied to other groups such as men, student, retire is, or people who are not employed. Single moment and time as part of the cross sectional study design. It is there for unable to prove causation or monitor how forgiveness in gratitude evolve overtime.

Extreme correlation value: in psychological research, the correlation coefficient of 0.999 is abnormally high. This could be due to a number of variables including range constraint, restricted simple variability, or possible scoring problems.

Lack of control variables: other influencing factors that may have an impact on the degrees of agiveness and gratitude, such as age, socio economic status employment environment and cultural background, were not taken into consideration in this study.

Non random sampling: it's possible that study participants self-selected, which could introduce bias and reduce the findings external validity.

Future studies that address these shortcomings provide a more thorough knowledge of the ways in which forgiveness and gratitude interact across different demographic and circumstances.

Result section shows that among working women forgiveness I am latitude I was strong significant positive link. This conclusion provide encouraging directions for further study and intervention and it back by both statistical and visual evidence. The

degree of coalition suggest that forgiveness and gratitude are closely related psychological characteristics that could support when another in both personal and professional contexts.

6. CONCLUSION

The goal of the current study was to use proper statistical analysis and standardised psychometric tests to investigate the association between forgiveness and Gratitude among working women. There is now a strong picture of the relationship between two positive psychological variables, through meticulous data collection, analysis and interpretation. While reflecting on the limits that frames the study, this conclusion seeks to summarise the main findings, consider the theoretical and practical consequences, and suggest directions for further research.

Both forgiveness and gratitude are essential emotional and cognitive coping mechanisms that help people overcome hardship, create better relationships, and promote psychological health. They are also central to the field of positive psychology. These characteristics can be vital defences against burnout, interpersonal conflict, and mental health problems in the fast-paced, frequently stressful workplaces that working women have to traverse. By concentrating on working women, this study aimed to close a gap in the literature that often ignores the emotional experiences of women in the workplace.

With a spearman's rho value of 0.999, the results showed an incredibly high positive association between forgiveness and gratitude. The two constructs in the sampled population have a remarkably stable association, despite the fact that such a high coefficient is unusual in psychological research. Given how strong this association is, it stands to reason that working women who are more appreciative are also more likely to have a greater propensity to forgive and vice-versa. This relationship emphasises how forgiveness and gratitude appear to co-exist and seem to support one another in emotionally mature individuals.

The empirical backing this study offers for positive psychology theories that promote the interdependence of emotional strengths is a significant conclusion. According to the study,

forgiveness and gratitude are not stand-alone virtues but rather are a component of a broader range of prosocial attitudes and actions. This supports the notion that emotional characteristics work in clusters and that improving or developing once can result in the development of another. From a practical standpoint, this creates new opportunities for psychiatric treatments the target emotional growth.

The results hold great value from a workplace perspective. Women in the workforce frequently balance a variety of tasks and responsibilities, which can cause stress and emotional strain. The use of gratitude enhancing activities in the workplace, including mentorship programs, peer appreciation sessions, or gratitude journals, may improve forgiveness, lessen animosity, and create a more harmonious workplace. In an analogous manner, encouraging forgiveness may improve teamwork and ease interpersonal conflict. These insights could be used by organisations and HR departments into employee wellness initiatives that promote resilience and emotional well-being.

Furthermore, the findings have consequences for mental health practitioners who assist women who are dealing with stress at work, interpersonal issues, or emotional fatigue. Enhancing forgiveness, gratitude and general emotional control may be two advantages of therapeutic approaches aimed at fostering gratitude. Discussions about forgiveness and gratitude should be included in group therapy or counselling sessions to encourage members' self-awareness and support of one another.

The study's conclusions can help create working women's empowerment initiatives in educational and community contexts. In addition to offering professional advice, several of these organisations seek to offer emotional support. These programs can provide comprehensive personal development that equips women for both professional advancement and emotional fortitude in demanding circumstances by including courses on forgiveness and gratitude.

The study had limitations, despite the encouraging results. Although deliberate, the findings' ability to be applied to other contexts is limited by the exclusive focus on working women. Women and men who do not work, as well as people from other socioeconomic or cultural backgrounds, might not be able to use the findings. Furthermore, social desirability bias may be introduced by using self-report measures. It's

possible that participants gave responses that more closely reflected socially acceptable characteristics than their actual emotions. Triangulating data through behavioural evaluations or interviews should be a consideration for future research.

The cross-sectional architecture is another drawback that makes it impossible to establish causation. Even while there was a significant association, it is still unknown if forgiveness leads to gratitude, or a third factor influences both. This problem might be solved by experimental or longitudinal research that looks at changes over time or manipulates factors to see causal effects. The influence of demographic factors including address, job occupation and the workplace industry makes the research more complex. A more detailed comprehension of emotional qualities in the context of work-life dynamic may be provided by these elements, which may regulate or mediate the link.

Considering these drawbacks, the study makes a substantial contribution to the expanding corpus of research on workplace positive psychology. In addition to providing fresh avenues for investigation and application, it supports accepted notions regarding emotional strengths. It highlights the necessity of psychological support networks and training in emotional intelligence that are mindful of the realities faced by working women.

To sum up, this study offers solid proof that among working women, forgiveness and gratitude are closely related qualities. Their strong association points to a strong emotional foundation that promotes psychological health, resilience, and harmonious relationships. Cultivating good emotional capacities will become more and more important as professional expectations continue to change, particularly in a post-pandemic society. This study lays the groundwork for future research aimed at empowering people by cultivating their inner strengths, which will enhance both individual fulfillment and the general well-being of society. We are one step closer to building more resilient, compassionate, and prosperous societies when we recognise and support the emotional lives of working women.

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